JOB ANNOUNCEMENT

Program Director — Tanzania (Moshi Site)

Foundation for Community Development and Empowerment (FCDE)

Location: Moshi, Tanzania **Type:** Full-time **Reports to:** Co-Executive Directors

About FCDE

The Foundation for Community Development and Empowerment (FCDE) is a nonprofit organization dedicated to strengthening the capacity of grassroots local organizations to lead their own development. Working across multiple sites in Uganda, FCDE partners with mid-level local organizations — NGOs, community-based organizations, and civil society groups — to build the skills, systems, leadership, and networks they need to grow and sustain meaningful impact in their communities.

FCDE's model is grounded in a deep belief in locally-led development: that communities are best served when the organizations working within them are strong, well-resourced, and self-determined. After over a decade of work in Uganda, FCDE is now expanding to Tanzania, opening its first site in Moshi.

Learn more: www.fcde-dev.org

The Opportunity

This is a rare and significant opportunity to shape something from its foundation. As FCDE's first Program Director in Tanzania, you will not be stepping into an established program — you will be building one. Working in close partnership with FCDE's Co-Executive Directors, you will establish the Moshi office, navigate the regulatory and operational landscape of a new country context, recruit and onboard FCDE's inaugural cohort of Tanzanian partner organizations, and lay the groundwork for a program that will grow for years to come.

This role is well-suited to a seasoned development professional who is ready for a leadership challenge — someone who brings both the strategic vision to see the big picture and the practical drive to execute on the ground. The ideal candidate is deeply rooted in the Tanzanian civil society landscape, is an exceptional communicator and relationship-builder, and is energized by the responsibility of founding something meaningful.

Key Responsibilities

- Lead the strategic planning and operational launch of FCDE's Moshi site, including establishing office systems, completing legal registration, and hiring site staff.
- Identify, recruit, and onboard the inaugural cohort of local partner organizations and deliver FCDE's 18-month core capacity building workshop series.
- Build and maintain strong relationships with local government, civil society, and community stakeholders across the region.
- Provide ongoing coaching, mentoring, and technical support to partner organizations in line with FCDE's Tier Approach.
- Manage site finances, personnel, and program monitoring and evaluation in coordination with FCDE's Uganda team and Co-EDs.
- Represent FCDE at key civic, networking, and professional events in Tanzania and the broader region.

Who We Are Looking For

We are looking for a confident, mission-driven leader who brings:

- A bachelor's degree in a relevant field (graduate degree strongly preferred) and at least five years of experience in NGO development, organizational capacity building, public administration, or international development.
- Deep familiarity with the NGO and civil society operating environment in Tanzania — prior work experience in-country is strongly preferred.
- Demonstrated experience managing teams, budgets, and complex programs with multiple stakeholders.
- Strong facilitation skills and experience designing and leading trainings and workshops.
- Advanced spoken and written proficiency in both English and Swahili.
- The judgment, initiative, and resilience to lead through the ambiguity and complexity of launching a new program.

How to Apply

Interested candidates are invited to submit a cover letter, CV, and three professional references to:

apply@fcde-dev.org

Application Deadline: December 10, 2026

FCDE is an equal opportunity employer. We actively encourage applications from women and candidates from underrepresented communities. Only shortlisted candidates will be contacted.