



TOFO BOARD-RIDERS
ASSOCIATION OF MOZAMBIQUE
TOBAM

Terms of Reference for the position of Economy Director of the Tofo Board Riders Association of Mozambique

Introduction

TOBAM is recruiting qualified personnel to fill all Executive Team positions to develop the organisation and implement its Strategy 2023-2025. While TOBAM aims to develop a professional Executive Team, all positions will be voluntary and unpaid until sufficient funding is secured. Nonetheless, TOBAM expects Executive Team members to perform their roles in a professional manner.

Working under the guidance of TOBAM's Executive Director, the Economy Director develops the organization's surf eco-tourism, surf eco-industry and entrepreneurship, and surf employment program and is accountable for their implementation and the results achieved.

The Economy Director maintains regular and transparent communication with the Executive Director and the Program team, including the Voice Director and Sports Director, and colleagues in the Operations team, namely the Operations Director and the Communications Director. She/he has the responsibility of exemplifying values of high ethical standards, integrity, and fairness. She/he must act in the best interests of TOBAM in all contexts and request prior approval to represent TOBAM in all external interactions and communications.

Position duration: 12 months with an initial 3-month probationary period

Reports to: Executive Director of TOBAM

Max. time commitment: up to 12 hours a week – can be revised in discussion with the Executive Director

Responsibilities:

1. Lead, develop and manage the implementation of TOBAM's economy program activities, including but not limited to:
 - I) Surf school and coach training and ISA accreditation.
 - II) Surf related public infrastructure (beach infrastructure, water safety, destination branding).
 - III) Surf eco-tourism and eco-industry entrepreneurship.
 - IV) TOBAM income generation (products, services, taxes).
2. Manage monitoring, evaluation and reporting on all economy program activities.
3. Collaborate closely with all members of TOBAM's Operations and Programs teams.
4. Assist mobilise funding to implement TOBAM's strategy.
5. Assist build and manage relationships with community members and strategic partners.
6. Prepare economy program content for communications, marketing, and social media.
7. Represent TOBAM on issues or events, case by case, agreed with the Executive Director.

Knowledge & Experience:

1. Senior management role in surf eco-tourism, entrepreneurship, and youth employment projects.
2. Working in multi-cultural teams from diverse communities.
3. Working with Mozambique's entrepreneurship ecosystem and youth employment actors.
4. Building and managing youth project relationships and partnerships.
5. Project finance and performance management monitoring and reporting.
6. Public and private financing models to support financial self-sufficiency of TOBAM's programs.
7. Substantive knowledge and experience in entrepreneurship and youth employment as well as one or more of the following areas: tourism or surf eco-tourism, manufacturing or surf industry (equipment and apparel), start-up financing, doing business enabling environment.

Competencies/ skills:

1. Start-up pitching and judging, and entrepreneur mentoring.
2. Youth employment project design.
3. Financial analysis and Ability to make difficult decisions, managing project activities and stakeholder interests.
4. Facilitative, diplomatic approach for effective project delivery with and through partner organizations.
5. Good listener, capable of navigating social and environmental trends and pressures.
6. Collaborative, mediator with a strong capacity to translate multiple views into long-term results.
7. Ability to engage and operate effectively in a complex political and social context.
8. Ability to provide expert input on surf coaching and competitive events for resource mobilization.
9. Strong public-speaking skills.
10. Fluency in English, Portuguese, digital media, Word, Excel and PowerPoint.