

Head of Program / Project Director

Job Description
Casablanca, Morocco

About the Organization

La Fondation Marocaine de l'Éducation pour l'Emploi (EFE-Maroc) is an independent, non-profit association established in 2008 that is part of the global Education For Employment (EFE) network. EFE is the leading youth workforce development network in the Middle East and North Africa region, having connected over 250,000 youth to the world of work (60% women). A consolidated member of EFE in Morocco, EFE-Maroc's mission is to enhance the employability of Moroccan youth by bridging the gap between labor market needs and job seekers' skills through blended online and in-person training programs. With over 18 years of experience, EFE-Maroc plays a central role in designing, implementing, and monitoring youth employment initiatives, leveraging strong partnerships with more than 500 employers and key institutions such as ANAPEC and OFPPT. The organization has successfully delivered large-scale, market-driven training programs reaching over 90,000 marginalized young people and achieving placement rates of up to 80% in high-demand sectors. Supported by a qualified team, a nationwide network of over 500 certified trainers, advanced monitoring systems, and proven methodologies, EFE-Maroc ensures the quality, relevance, and sustainability of its interventions while promoting inclusive and long-term job creation across Morocco.

Position Summary

The Head of Programs / Project Director will be responsible for the strategic leadership, management, and successful implementation of a major donor-funded youth employment project in Morocco. Reporting directly to the CEO of EFE-Maroc, the role will oversee program delivery, partnership development and coordination, program team recruitment and leadership, monitoring and evaluation, financial oversight, and donor reporting, ensuring measurable employment outcomes for young people.

Key Responsibilities

- Lead the implementation of the project strategy and ensure alignment among all implementing partners with EFE-Maroc's mission, donor requirements, and labor market needs.
- Oversee and coordinate all aspects of project implementation across implementing partners, including HR, work plans, timelines, quality assurance, risk management, and compliance.
- Recruit, supervise, mentor, and develop project staff while fostering a high-performing and collaborative culture across the consortium.
- Build and manage relationships with implementing partners, employers, government institutions, training providers, universities, donors, and civil society organizations.
- Organize and lead periodic meetings with implementing partners, as well as internal project-based meetings; meetings of the steering committee and other advisory committees; and any other meetings as needed, ensuring that meeting minutes are duly drafted and filed, outlining topics discussed, key decisions and follow-up actions.

- Oversee project-wide monitoring systems, ensuring that implementing partners effectively measure outcomes and impact, and use data to drive adaptive management and continuous improvement.
- Ensure timely, high-quality narrative and financial reporting from implementing partners and oversee the consolidation of reports to ensure full compliance with donor requirements.
- Oversee compliance with donor communication, visibility, and branding requirements across all project activities and implementing partners, ensuring consistent application of grant guidelines and timely resolution of any compliance issues.
- Oversee project budgets across implementing partners, monitor expenditures, and coordinate financial forecasting and risk mitigation
- Support proposal development, strategic partnerships, and opportunities to expand and sustain youth employment programming in Morocco, leveraging the expertise and networks of implementing partners.

Key Qualifications

- Bachelor's degree required; Master's degree in a relevant field preferred.
- Minimum of 15 years of progressively responsible experience in program management, project implementation, or international development.
- At least 8 years of experience managing large-scale, donor-funded projects involving multiple implementing partners and stakeholders, preferably in youth employment, workforce development, education, or economic inclusion.
- Strong experience in project cycle management, grant management, budgeting, donor compliance, and reporting.
- Strong managerial skills and proved experience in HR Management;
- Demonstrated experience leading multi-stakeholder partnerships and high-performing teams.
- Excellent written and verbal communication skills in Arabic, English and French;
- Strong commitment to EFE's mission and ability to thrive in an entrepreneurial, high-growth environment.
- Knowledge of Morocco's labor market and youth employment ecosystem strongly preferred.

Compensation & Contract Type

Competitive salary and benefits package commensurate with experience and qualifications.

Project based contract aligned with the project duration (1 to 5 years, depending on the implementation success).

Application Guidelines

Interested candidates should submit a detailed Curriculum Vitae, a cover letter outlining their suitability for the role, and three professional references to rh@efemaroc.org before July 23th. Applications will be reviewed on a rolling basis. Outstanding candidates will be selected for interviews with senior EFE-Maroc leadership. When replying, please state "Project Director" in the subject line.



Note

Education For Employment (EFE) is an equal opportunity employer. It is EFE's policy to seek out and hire, at all levels, individuals without regard to race, religion, age, colour, nationality, sex, sexual orientation, veteran status, or physical ability. We affirm our policy of offering equal employment opportunities to all individuals through our hiring practices.