

Project Manager

Family Empowerment Media seeks a resourceful, French-speaking implementor to manage our expansion efforts

Summary

Deadline: August 2, 2025

Start Date: tbc

Duration: Long term

Hours: Full time

Compensation: Competitive

Location: Remote or from a London office, international travel possible 2-3 months/year

To apply: [Fill out this form](#)

About Us

Enabling couples to access modern contraceptives is one of the most cost-effective ways to prevent maternal deaths. It also provides a host of other health and economic benefits. Founded in 2020, [Family Empowerment Media \(FEM\)](#) is an evidence-driven non-profit that enables informed contraceptive decisions through clear, engaging, accurate radio-based communication. We value remaining cost-effective, culturally sensitive, humble, and transparent.

Since founding, we've broadcast short and long campaigns across Nigeria, Niger and the DRC, reaching an estimated ~35 million people. An external survey on contraceptive use in Kano saw a 75% increase among all women between February 2021 and January 2022, during which our pilot occurred. We pioneered a new approach to evaluating radio programmes using a [technology](#) that replaces campaign content in randomly selected areas. Founders Pledge and Rethink Priorities estimate our cost-effectiveness to be between 22x and 60x that of cash transfers in Nigeria. [\[1,2\]](#) We have ambitious plans to reach millions more listeners. In the next year, we're expanding to new countries.

About the Role

FEM seeks a resourceful leader to manage expansion campaigns (we're exploring work in Benin, Togo, Burundi, Cameroon, Senegal, and Mali). We expect the Project Manager to spend around 50% of their time on management, training and communication and 50% on research analysis, content review, and campaign evaluation.

We have clear and effective processes and tools for the role's responsibilities:

- *General management and stakeholder engagement:*
 - Build and maintain productive partnerships with local partners, ensuring they feel comfortable sharing concerns or learnings
 - Train and support partners, manage budgets, timelines, compliance
 - Develop and strengthen relationships with local/governmental stakeholders

- *Research and learning:*
 - Manage data collection
 - Oversee quality assurance of transcripts and translations
 - Oversee analysis qualitative data and draw out insights
 - Learn from partners, in particular about the target audience
- *Creative development:*
 - Lead sourcing with partners of writers and production studios
 - Review and approve content messaging based on audience data
 - Coordinate content creation activities

Qualifications

We seek a resourceful and determined candidate with a well-rounded skill base in project execution, communication, and decision-making. The successful candidate will be inspired by our mission and demonstrate a commitment to our core values (see below). They will possess some or most of the following qualities:

- **Resourceful manager:** a stress-tolerant, fast learner who enjoys a challenge and can manage large projects
- **Trust-building communicator:** able to cultivate relationships and support partners in diverse cultural contexts
- **Process-oriented problem solver:** can conscientiously execute, navigate new challenges, assess opportunities and evaluate risk
- **Detail-oriented leader:** has a high standard for quality, identifies improvements
- **Independent team player:** enjoys working alone and together, gives and receives constructive feedback
- **Language:** Fluency in both French and English (spoken and written) is required

Benefits of working at FEM

- **Impact:** Our model's successful scaling can save and improve thousands of lives.
- **Development:** You will be challenged with a variety of tasks and receive rapid and implementable feedback. You'll work with a scale-up and gain insight into the entrepreneurial process.
- **Flexibility:** You will experience a high level of freedom and autonomy as we offer both remote and office-based work. We offer 30 days of paid leave a year.
- **Community:** You will have the opportunity to become a part of the [Ambitious Impact](#) community.

Further details

- This role has a 6-month test period to get to know each other better.
- We respect your time. The first step of the application process takes 20 minutes, and we only ask for more time from applicants we think would be an excellent fit.

Questions? Feel free to contact hhart@familyempowermentmedia.org.

Learn more

- [Our achievements](#)
- [Our research findings](#)
- [Introduction to our work](#)

Our Values

We strive to achieve optimal impact with the resources available to us, helping the largest number of women realise their reproductive goals through evidence-driven family planning radio campaigns. We strive to make our decisions according to the following principles:

- **Evidence-based Decision Making:** We seek the greatest possible understanding of the real impact of our actions. We want to remain close to reality and understand what is actually true. This means respecting the best evidence for decisions, from location selection to campaign messaging.
- **Cost-effectiveness:** We recognise many charitable resources would go to other highly impactful causes if not ours. We aim to be frugal, focused, and intentional about where and how we work. We only want to do work that most improves the total good done in the world.
- **Transparency/Humility:** We strive to be clear about how we can improve, and honest about challenges. We seek to increase the total good done in the world by freely sharing what we learn.
- **Cultural Sensitivity:** We strive to enhance the agency of our listeners, and message in a way that respects the unique cultures our campaigns reach. We seek to work in peer-to-peer relationships with stakeholders and partners, and approach differences with curiosity and respect.

Our Culture

Would you like our culture? Our team tends to attract individuals who are intentional, driven, and deeply care about the work we do. We take our values seriously. We always set the interest of our beneficiaries first. We are learning-oriented, meaning we value feedback and see experiments that do not work as learning opportunities. We tend to be quite gentle in style while honest in substance. Our team's open-mindedness, thoughtfulness, and focus on transparency make for a calm environment.

High-performing, self-motivated, and collaborative individuals tend to thrive. There is a high degree of ownership, persistence in problem-solving, and resourcefulness. Responsibility is

matched by freedom: team members can choose to work remotely and decide their own work schedules (with the caveat of joining meetings across time zones, particularly in West and Central Africa). The average output per team member is high, and so is the speed at which progress is made. This can both be motivating and daunting, depending on your preference.

We believe a small team can accomplish a lot. We intend to keep our talent density high and automate/improve our systems instead of hiring a lot more people despite our ambitions.