

Job Profile: Product Lead

Key Information:

- *Start date: latest by June 2024, ideally earlier*
- *Location: Berlin or fully remote, with presence in Berlin required for short periods several times a year.*
- *Full time (preferred) or part time with a minimum of 80%*
- *Application deadline: none; rolling process*
- *How to apply: Send your CV and cover letter to jobs@toladata.com*

About us:

TolaData (www.toladata.com) is a social tech company that provides a web-based Software as a Service (SaaS) product developed for the not-for-profit, international cooperation and social impact sectors to support program management, monitoring & evaluation (M&E) and impact reporting. We provide an intuitive software solution to increase transparency and make it easier for organisations to create positive impact with their programs.

We are an established and recognised brand in the sector with over 110 clients around the world and across all continents. Our clients include INGOs, donors, government bodies, foundations, social enterprises, alliances, educational institutions, local and community organisations, research bodies, and more.

We have 9 staff members in our main office in Berlin, 6 based in Kenya, as well as others in Jordan, Guatemala, United Kingdom, and Ireland. We are a close team that values our fantastic work environment and supportive team culture. We are passionate about delivering great services for our clients around the world while we support their development, humanitarian, and other impact-driven programs.

The role:

As TolaData continues to push forward with its strategic development and growth plans, we are looking for a Product Lead to join our senior management team and to strategically drive the ongoing development and enhancement of our core software product. The role requires an understanding of product development, in combination with knowledge and experience in the international development, humanitarian response, or social impact sectors.

Profile:

We are looking for someone who:

- Is motivated to join a value-driven, social enterprise with an innovative approach to how digital solutions can service nonprofit and social impact programs around the world.
- Has experience in driving the vision for digital product development, especially in the areas of data collection, data management, data analysis, visualization, reporting, and potentially the integration of ML/AI elements. The candidate has experience in collecting user requirements and turning them into business requirements and user stories. The candidate is (co)responsible for the prioritization of feature developments and the

development of the product roadmap. While coding skills are not a must, a good understanding of software development and relational database design is a plus.

- Has been involved (ideally in leading positions) in the development and implementation of software/digitization projects in the international development sector, notably for monitoring & evaluation.
- Understands and values new ways of working and company cultures that are built on trust, non-hierarchical approaches, and put people first.
- Is able to communicate, write, and present comfortably in English; German is desirable but not essential. Other languages are a plus.
- Has a minimum of 7 years of experience in the fields mentioned above.

Leadership skills and style

- Values driven, transformational leader, leading with empathy and open mind.
- Ability to think strategically and act operationally.
- Trust in team members and “team first” attitude.
- Effective communicator who inspires cooperation and participation.
- Sensitivity for cross-cultural communication.

Additional experience and skills that are nice to have

- Start-up experience.
- Coding or data science skills.
- Project and/or portfolio management.
- Business development.

Our offer

- Be part of making a value driven product a success
- Be part of an international team
- Flat hierarchies in a small team with a great working environment and company culture
- Competitive compensation models and 30 vacation days annually (full-time position)

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