



SEARCH FOR DIRECTOR OF OPERATIONS

Latin American Leadership Academy seeks to appoint an exceptional professional with demonstrated operational, managerial and strategic skills to a leadership position that will see them take an innovative leadership development institution to the next phase of its organizational development.

About the Academy

Latin American Leadership Academy (LALA) seeks to promote sustainable economic development and strengthen democratic governance in Latin America by developing a new generation of leaders. We aim to develop the Latin American Nelson Mandela, the Latin American Bill Gates, the Latin American Ruth Bader Ginsburg - and to do so by the hundreds.

LALA creates international and socioeconomically diverse cohorts of the most promising graduating high school students who have demonstrated an unshakeable commitment to social change. These students then attend LALA's eighteen-month program blending entrepreneurial leadership, a liberal arts education, and social and emotional learning. The program also connects them to mentors, resources, and opportunities. We envision a diverse continental ecosystem that collaborates across countries, sectors and socioeconomic differences to bring shared prosperity to Latin America.

At this early stage of our journey, we are looking for exceptional professionals who share our belief that the key to transforming our continent lies in empowering its future change-makers to solve their communities' biggest challenges, and who share our commitment to make this happen no matter the odds, no matter the obstacles.

Position Overview

The Director of Operations will be the backbone of LALA's operations in Colombia. You will lead the development of all the foundational blocks for LALA to thrive from inception. You will also work closely with the COO and the Founders to build LALA's Colombian network of allies, supporters and donors in the private, public and social sectors. Bottom line: Get LALA's operations up and running! In particular, the role includes the following responsibilities:

Laying the Foundation:

- Establish the business and operational foundations for LALA to thrive in Colombia, including legal (incorporation and non-profit status), financial (banking, accounting, auditing) and facilities (combination of rentals and local partnerships).
- Build systems, structures and processes in Operations, Finance, Accounting & Budgeting, HR, IT, Legal, Risk & Compliance, Sales and Administration.
- Lead the recruitment, on-boarding, management and development of our Colombian employees and volunteers.
- Build a powerful local network for the organization and enhance our brand and reputation.

Developing Operational Excellence:

- Oversee daily operations and the work of team members. Create an environment and culture that make LALA a great place to work - where team members can be efficient and flourish.



Executing Strategic Initiatives:

- Assist the COO in designing, planning, implementing and overseeing LALA's overall business operations strategy.
- Maintain operational oversight of all of LALA's strategic initiatives in partnership with the COO and Founders while serving them as a trusted advisor with local experience and expertise.

Profile of Ideal Candidate

- **Purpose-aligned:** Passion for education, social impact, economic development and social justice.
- **Proven Ops Chops:** At least 4 years' experience in Operations/Management in a fast-paced environment with a track record of operational excellence.
- **Detail-oriented Juggler:** Nothing gets past you; you can manage multiple processes simultaneously. You create and leverage managerial tools (e.g. dashboards, KPIs, etc.) and use appropriate technological solutions to ensure things run smoothly.
- **Master Manager:** You know how to motivate your people, you are a coach, you care about your team, and you know how to push them, hold them accountable, and accelerate their development. You build high-performing teams, and you create a culture of collaboration across teams.
- **Unstoppable Force:** Your hustle is unmatched. You roll up your sleeves, and ensure the job gets done; no apparent obstacle will stop you. You will find a way, and you will find it fast.
- **Finisher:** You derive pleasure from building systems, accomplishing goals and seeing projects to completion.
- **Swiss Army Knife:** Analytical, structured problem-solver who is also a creative, out-of-the-box solution-finder; ability to communicate ideas and rationale clearly both verbally and in writing.
- **Global Local:** You are culturally sensitive and can manage people locally as well as across borders and different cultures, particularly LatAm and U.S.; being well-connected in Colombia is a plus.
- Bachelor's degree preferred; MBA or Master's Degree in a relevant field is a plus.
- Fluency in Spanish with a good command of Business English is a must; Knowledge of Portuguese is a plus.

Reports to: Chief Operating Officer

Location: Medellín, Colombia

Application Process: Candidates should submit a CV and cover letter (in English) by email to LALACareers@gmail.com. The submission should include contact information for at least four professional references (*one direct supervisor, one peer, one direct report, and one peer you've had a difficult working relationship with*). Interviews and background checks will be conducted after screening your application.



MEET THE FOUNDERS



Diego Ontaneda Benavides is the Co-Founder and CEO of Latin American Leadership Academy. Diego brings a hybrid background in entrepreneurship, business and education to his work. He started working at 15 as a private tutor, and launched a tutoring company when he graduated high school. He has worked in strategy consulting at McKinsey & Company in San Francisco, and as Chief of Staff at African Leadership Academy (ALA) in Johannesburg. At ALA, Diego developed a keen interest in the potential of education and leaders to fundamentally change society, and decided to return to Latin America to build Latin American Leadership Academy.

Diego holds an MBA from Stanford's Graduate School of Business, where he received the Certificate in Public Management and Social Innovation, was awarded both the Miller Social Change Leadership Award and the Impact Design Immersion Fellowship, and was on the leadership teams of the GSB Social Innovation Club, the GSB Academic Committee, and the GSB Student Alumni Committee. Diego graduated *magna cum laude* and *Phi Beta Kappa* with a BA in Political Economy from Williams College. He is originally from Lima, Peru.



David Baptista is the Co-Founder and Director of Teaching and Learning of Latin American Leadership Academy. David's passion is helping students develop the essential dispositions, skills, habits and values that support lifelong learning and wellness. His quest to transform education has taken him on a 15-year journey. David has taught STEAM, philosophy, history and theater at the International School of Curitiba; he has trained teachers and consulted for schools across Brazil and he has led retreats for the Posse Foundation. David has also developed innovative Social and Emotional Learning (SEL) curricula, and helped build innovative assessment tools at Lectica.

David triple-majored in Philosophy, Physics and History at Tufts University, with honors in each major. Cognitive science sparked his passion for education and he is broadly interested in understanding the impact of self-regulatory practices in multicultural contexts.

When he met Diego Ontaneda Benavides and heard about the LALA dream, he fell in love with the potential this institution held to transform educational practice at scale for an entire continent. After two pilot programs in 2017, they founded LALA together in 2018.

The Founders' work was recently validated when they were named Echoing Green Fellows and recognized as two of the "leading emerging social entrepreneurs in the world" in June 2018.