

Director, Social Analysis

Millennium Challenge Account-Belize (MCA-Belize)

About MCA & the Belize Compact

The Government of Belize (GoB) and the Millennium Challenge Corporation (MCC) signed a US\$125M grant agreement on September 4, 2024. MCC is a U.S. government agency focused on assisting countries and is dedicated to good governance, economic freedom, and investing in people. The goal of the Compact is to reduce poverty through economic growth in Belize by implementing an Education Project and an Energy Project. The Compact is expected to enter into force in 2026 and be implemented over five years. The Parliament of Belize established an independent executing agency called the Millennium Challenge Account-Belize (MCA-Belize) to undertake the rights, obligations, and responsibilities of the Government of Belize under the Compact. The MCA-Belize is located in Belize City.

Director, Social Analysis

Position Objective

The Director of Social Analysis provides strategic and technical leadership to the MCA senior leaders and Project Directors, Managers, and Specialists, implementing partners, and project stakeholders to analyze and understand Belize's social, cultural, political, and economic structures and dynamics that are likely to affect the viability and success of the Belize Compact.

Compensation

The basic salary for this position is between \$7,590.00 and \$10,435.00 BZD per month. Qualified candidates will be offered the minimum of the pay band, with opportunities to advance within the pay band based on performance. In exceptional cases, a candidate may be placed above the minimum based on prior experience and salary history, in compliance with MCA HR Policy. MCA-Belize also provides comprehensive benefits, including an allowable relocation cost for a foreign resident of up to a maximum of \$5,000.00 USD. NOTE: *This position does not include expat benefits.*

Responsibilities

The Director of Social Analysis, under the supervision of the Executive Director, will be expected to carry out the following among his/her primary responsibilities:

- Determine a strategy and work plan to ensure that Social Analysis is effectively integrated in accordance with MCC policies and procedures across all stages of program development, implementation, and closeout.
- Conduct social analysis as relevant, specifically analyzing the social, cultural, political, and economic structures and dynamics affecting households, businesses, communities, and institutions that affect project viability, success, and impacts.

- Develop the Social Analysis and Implementation Plan, which is the guiding document for any social analysis-related activity designs and risk mitigation measures involving the Social Analysis team. Ensure compliance with the MCA-Belize laws and requirements related to social issues.
- Provide technical guidance and oversight to MCA colleagues, implementing entities and project stakeholders to ensure that the results of the social analysis conducted are integrated across activities and contracts to enhance the economic and social benefits of the Compact.
- Specifically, responsible for ensuring budgets, procurements and procurement plans, contracts, project management documents and systems, and consultant deliverables include appropriate planning, budget, staff resources, task descriptions, and other administrative details as identified in the Social Analysis and Implementation Plan.
- Make recommendations as necessary where social analysis-related actions can be strengthened or project benefits maximized.
- Review deliverables for all projects to ensure appropriate and sufficient Social Analysis integration.
- Provide actionable, concise, strategic interventions in operational documents, discussions, and debates.
- Serve as the main counterpart for MCC, implementing entities, and project stakeholders on all social issues for the Compact.
- Oversee Education SA Specialist and provide technical leadership to the Belize Education Project to maximize opportunities for identified students, providing guidance, advice, and leadership on education-specific social issues, approaches, and overall SA strategy, ensuring coherence, coordination, and alignment across projects towards a common standard.
- Oversee the compilation of project data related to social analysis during compact implementation, ensuring up-to-date information on project metrics. Collaborate with MCA-Belize's Monitoring and Evaluation team to ensure the collection and analysis of social and sex-disaggregated data and reporting.
- Ensure that all terms of reference, procurement documents, and contracts provide appropriate social analysis measures and participate in technical evaluation panels.
- Monitor the quality of social analysis in all project activities and identify areas where those components can be strengthened.
- Work closely with the Environmental and Social Performance (ESP) Director and consultant(s) to ensure collaboration, coordination, and alignment between Social Analysis and ESP work, including stakeholder engagement, resettlement, and social performance oversight under the International Finance Corporation (IFC) performance standards.
- Establish and implement a quality control framework to monitor and strategically manage the Social Analysis considerations of each project, including addressing any milestones, gaps, or challenges.
- Engage MCA-Belize Staff, MCC Staff, and other government counterparts to effectively embed social analysis into project planning, development, and implementation, including Terms of Reference, work plans, designs, supervision contracts, budgets, timelines, and monitoring systems.
- Recommend remedial measures to address issues related to Social Analysis considerations across all projects.

- Oversee stakeholder engagement strategy for Social Analysis and serve as the lead point of contact for relationships with relevant government, civil society organizations, and other stakeholders relevant to Social Analysis.
- Provide input into stakeholder engagement plans on project design and implementation to ensure a broad reach in representation of intended beneficiaries. This should include, but not be limited to, engagement with men, women, youth, vulnerable people, civil society (non-governmental and community-based organizations), and small and medium enterprises within the private sector.
- Oversee and manage activities that promote increased employment opportunities for men, women, and youth through the implementation of compact projects.
- Lead Counter-Trafficking in Persons (C-TIP) and social risk mitigation activities related to anti-sexual harassment and sexual exploitation and abuse risks management and response, including ensuring compliance with MCC's Counter-Trafficking in Persons Policy (2021).
- Represent MCA-Belize in the media, at public events, and in stakeholder outreach, on matters related to social analysis of the Compact.
- Contribute to an environment that allows for interaction amongst other Project teams and staff to successfully implement activities with cross-cutting components.
- Perform other tasks and responsibilities as requested by the Executive Director.

Required Competencies

- Master's degree in social sciences, international or economic development, or other relevant field required.
- Minimum of seven (7) years' experience leading and integrating social analysis and poverty reduction efforts in similar programs in an international development context.
- At least five (5) years' experience with project management, including development of TORs, management of contractors and/or staff, development and management of budgets and/or procurement plans, and identifying/resolving implementation challenges.
- Experience working closely with civil society, government, and other social stakeholders active in Belize. Proven experience in designing, implementing, and monitoring social-responsive interventions and leading efforts to integrate social considerations into development projects. Prior experience in the education sector is desired.
- Dynamic and experienced leader with proven experience in effective team management, ethical and results-oriented leadership, with a willingness to actively engage in all aspects of project delivery.
- Ability to support and motivate teams, including coaching and development opportunities to maximize production, quality of work, and achieve goals.
- Proven skills to build trust in teams that deliver results and add value by constantly looking for a better way to achieve more impactful results.
- Excellent written and verbal communication skills in English.

Preferred Competencies

- Fluency in Kriol (Belize Creole) and Spanish.

How to apply

To submit applications, please email hr@mcabelize.gov.bz. The following documents should accompany your application:

1. Curriculum vitae containing detailed work experience.
2. Cover letter confirming interest and availability.
3. Soft copies of higher education and professional certificates, as applicable.

Applications can be submitted via email **with the subject: Vacancy - Director, Social Analysis**, to the address above. The closing date for receiving applications is Friday, November 7, 2025.

Only **applications received through the email above will be considered**. Any application received through any other channels will not be considered. Only shortlisted applicants will be contacted for interviews.