



Country Director, Central African Republic - Job Description

We are a growing organisation, working with children and youth with partner organisations and through direct implementation in some very challenging places. We're focused on child protection, education and livelihoods and our projects range from providing short term psychosocial support to children affected by conflict to supporting the development of sustainable child protection systems. We work in complex conflict settings which range from acute emergencies to protracted humanitarian crises and we aim to respond to crisis, support recovery and build resilience.

We are recruiting a Country Director in Central African Republic (CAR) to lead the growing team, build the programme and bring a strong focus on quality, fundraising and representation. Our priorities have been shaped by the ongoing conflict, and as the shape of the conflict alters, we anticipate developing an approach which will respond to the recovery and rehabilitation of affected communities. Children across the country continue to be exposed to protection risks such as family separation, the recruitment and use of children by armed groups, SGBV, exploitation and other harmful practices. War Child and our partners are currently working in four prefectures; our bases are in the capital Bangui, Bossangoa in Ouham prefecture, Paoua and Bocaranga in Ouham-Pende, Ndélé in Bamingui-Bangoran prefectures, and Birao in Vakaga prefecture.

You will have experience of leading and motivating teams in unstable environments, excellent knowledge of regional politics and developing trends, the ability to influence and advocate and a strong track record in resource mobilisation and effectively managing organisational growth whilst ensuring programme quality. You will demonstrate experience of building programmes with a focus on accountability and meeting needs.

If you share our values and believe that children's lives should not be torn apart by war, we want to hear from you.

Department:	Programmes and Advocacy	Contract Type:	Fixed Term Contract (24 months) With possible extension
Place of Work:	Bangui, Central African Republic	Working Hours:	Full-time, 40 hours per week
Reports to:	Director of Programmes and Advocacy	Salary Range:	Circa £51,000 per annum (depending upon experience)

About us

War Child, the charity for children affected by war. We are delivering high-impact programmes that are rebuilding lives across Afghanistan, Iraq, the Democratic Republic of Congo (DRC), Central African Republic (CAR) and Yemen. We understand children's needs, respect their rights, and put them at the centre of the solution - from supporting Yemeni children to access education, to reintegrating child soldiers in the Central African Republic and upholding the rights of children caught up in juvenile justice in Afghanistan. **We look forward to a world in which the lives of children are no longer torn apart by war.** This is a vision that can only be realised through the collective actions of children themselves, communities and their leaders, organisations like War Child, governments and key decision makers.

Our values



Your role

War Child UK has worked in Central African Republic since 2012. In 2022 the CAR country programme will continue to focus on reaching vulnerable children and on providing holistic responses to children currently and formerly associated with armed groups; children who have experienced sexual violence; and children who have been separated from their families as well as those undergoing the worst forms of child labour.

We are recruiting a new Country Director for our Central African Republic programme. We are seeking an experienced NGO leader who is familiar with the challenges of operating within the constraints of a context such as CAR. We want to further grow our programme, and central to this role will be the ability to build networks and alliances with local and international partners and to represent effectively with a wide range of donors. We place a very strong emphasis on national advocacy as part of our theory of change, and you will need the representational and relationship skills to ensure that War Child is connected to the appropriate national and local authorities across our areas of operation. War Child has a clear vision and approach to programme quality, and you will have a track record in ensuring effective monitoring, accountability, and learning.

Leadership and team building skills are paramount, the Country Director will inspire results and performance across the team. The post also forms part of War Child's dynamic and experienced Country Director Group, with the ability to share experience across our country programmes. The Country Director will lead the Senior Management Team for War Child UK in CAR, focusing on growing the programme to meet needs, developing the vision and strategy and take overall responsibility for HR, Financial and Security decisions. The role also ensures information from the country programme is shared across departments and will represent War Child at the highest levels; engaging with donors, national authorities, clusters and national partners in CAR. The role is managed by the Director of Programmes and Advocacy based in London.

Your responsibilities

- **Programme Development:** Leadership on participatory programme planning and development, in line with WCUK's organisational strategy; time frames, risk appetite and budgets as well as development of new concept papers and liaising with in-country donors.
- **Partner liaison:** Work with national partners to achieve shared programme objectives and build strong and accountable partnerships.
- **Representation and Networking:** Provide effective representation and profile of War Child UK and high level networking in forums and strategic engagement with a wide range of national and international stakeholders
- **Financial Management:** Ensure rigorous financial and administrative management: ensure grant management and expenditure information is received in an accurate manner on a monthly basis.

- **Security Management:** Effectively manage all staff and programme security within the guidelines of security Standard Operating Procedures (SOPs).
- **Safeguarding:** Responsible for creating a culture committed to the safeguarding of children and adults, and compliant to WCUK's Child Safeguarding and Adults at Risk policies.
- **Grant Management, and Donor Compliance:** Ensure timely quality reporting to donors and compliance with donor requirements, including leading your programme and grants team to build a compliance and performance focused management system.
- **Donor Engagement and Funding:** Lead on donor engagement within country and with regional donors, Contribute to efforts to identify and secure in-country funding from CAR based donors and providing the programme funding to deliver on the CAR country strategy. Support the team with the information necessary to help develop proposals and reports, in line with donor schedules. Provide final country level approval of concept papers, proposals and budgets
- **Team leadership:** Lead the SMT, develop country strategy and build a culture of shared responsibility. Ensure team wellbeing and effective performance management as well as ensuring that WCUK's standards and values are known and followed within the mission.
- **People management:** Take ultimate responsibility for Human Resources and Development, ensuring War Child is a fair and responsible employer. Leading and motivating all WCUK staff, promoting effective cohesion and team identity across the various offices and projects. Ensuring that WCUK's standards and values are known and followed within the mission.
- **Reporting:** Ensure adherence to organisational requirements, including child safeguarding policy, minimum standards for quality programme cycle management and regular programme reporting.

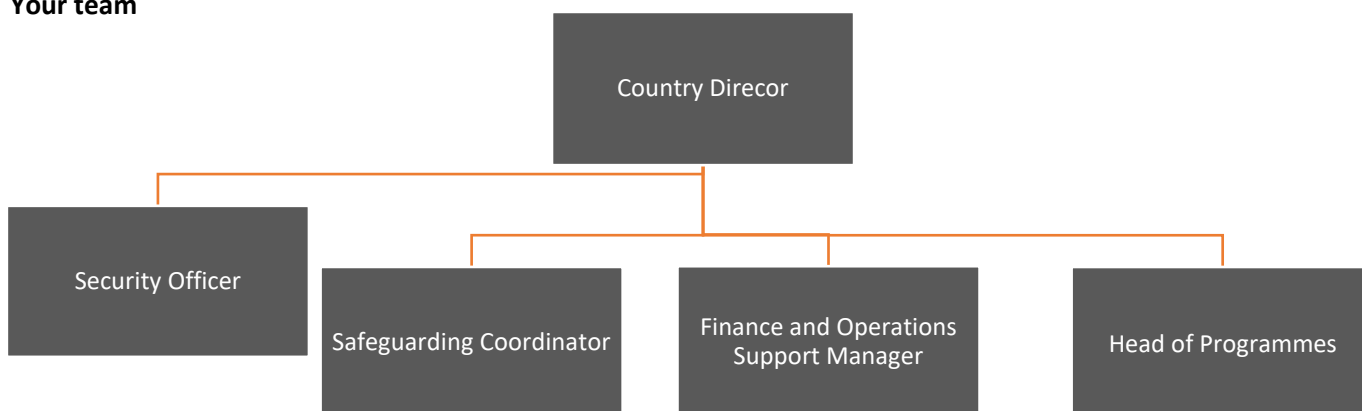
These duties provide a framework for the role and should not be regarded as a definitive list. Other reasonable duties may be required consistent with the grade of the post.

You have

- Experience in leading international humanitarian and development programmes, with strategic planning and a clear vision of how to work effectively with partners.
- Experience in the delivery and supervision of programmes within conflict environments with some experience of our areas of intervention, Reintegration, Child Protection, Education in Emergencies and/or Food Security/Livelihoods projects .
- Experience of both direct programme implementation and working with partners.
- The ability to advocate, think and manage strategically and represent the organisation at the highest level.
- Rigorous budget expenditure and financial management skills and experience
- Experience in security management in conflict settings
- Experience in team security management in fragile contexts and insecure settings and risk management. Negotiation skills and knowledge of the operational challenges of working in CAR are an advantage.
- Able to inspire team and partners to achieve results in a tough operational setting.
- Compliance focussed with a strong sense of accountability for results and performance.
- Deeply committed to safeguarding of beneficiaries, partners and staff and safe programming
- An experienced grant manager with direct experience in leading a portfolio of complex projects from multiple donors with a successful track record in securing funding from institutional donors and grant reporting
- A great team leader and people manager, with demonstrable skills in performance management.
- Able to support the professional development of team members.
- Able to travel in country and overseas as required
- Previous international experience in CAR or other conflict setting highly desirable.
- Excellent analytical skills with a systematic approach and an eye for detail
- Fluency in English and French both verbal and written

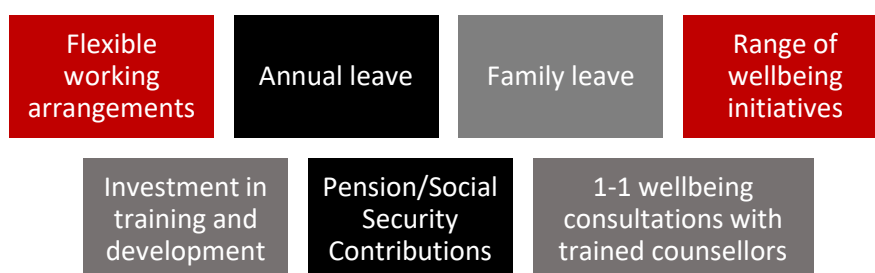
This role is open to both CAR national and non-CAR (International) candidates.

Your team

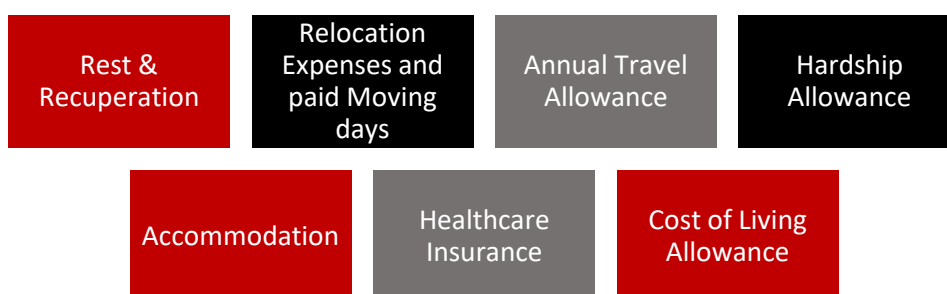


Our benefits

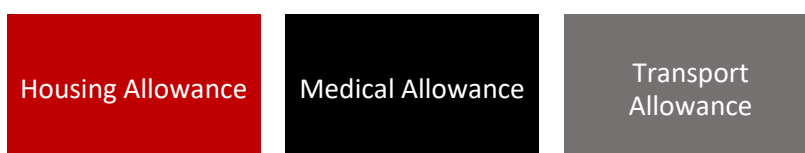
Benefits for all



International benefits



National benefits



Child safeguarding and Adults at Risk

Our work with children and at-risk adults to keep them safe is the most important thing we do. We are committed to the safeguarding of children and vulnerable adults in all areas of our work. We have **zero tolerance** for any behaviours and practices that puts children and/or vulnerable adults at risk of abuse and/or

harm. Successful applicants will be expected to be compliant and sign up to our Child Safeguarding policy, our Code of Conduct and PSEA: Adults at Risk Policy. You can find the Child Safeguarding policy here: <https://www.warchild.org.uk/whats-happening/news/our-child-safeguarding-policies-and-procedures>

Contact information

To explore the post further or for any queries you may have, please contact: Jon Mitchell, Director of Programmes and Advocacy jonm@warchild.org.uk

For general information about working for War Child please visit: <https://www.warchild.org.uk/who-we-are/working-war-child>

How to apply

- Please download the application pack from <https://www.warchild.org.uk/who-we-are/jobs> All applications must be sent to recruitment@warchild.org.uk by 11:59pm (UK time) by the **17th June 2022**
- Due to limited resources, we will contact only the shortlisted candidates
- Interviews will tentatively be held the week **commencing 20th of June** (please note applications will be considered on a rolling basis as this position needs to be filled urgently).

Pre-employment checks

Employment with War Child will be subject to the following checks prior to your start date:

- a satisfactory police record check to include a Disclosure and Barring Service (DBS) check and/or an International Criminal Record Check, and a clear vetting and Due Diligence check.
- receipt of three satisfactory references.