



OXFAM

Country Director

Description

About Oxfam

Oxfam is an international confederation of 17 organizations networked together in more than 90 countries as part of a global movement for change to build a future free from the injustice of poverty.

Working directly with communities, Oxfam seeks to influence the powerful to ensure that poor people can improve their lives and livelihoods and have a say in decisions that affect them.

Oxfam GB is part of Oxfam International (OI), which is a world-wide confederation of organisations working for change and development. OI's vision is a just world without poverty. Oxfam works in response to humanitarian need in more than 120 countries. Hundreds of thousands of supporters and volunteers make up their international network of concern, action and solidarity.

There are currently 4 Oxfam affiliates engaged in DRC, namely: Oxfam GB, Oxfam Novib, Oxfam Quebec, Oxfam Solidarité. Their work spans across various partners across the country, with the main focus on the four change goals of Oxfam: The Right to be Heard; Advancing Gender Justice; Saving Lives, now and in the future; and Sustainable Food.

Purpose of Position

To provide strategic and leadership management of Oxfam's programmes in DRC and represent Oxfam International in DRC effectively.

- The DRC programme is considered to be very complex because it not only spans an enormous geographic area, but also because the country also suffers from chronic insecurity especially in Eastern Congo.
- In 2009, the Executive Directors of Oxfam affiliates agreed to a single management affiliate for each country programme, supported by implementing affiliates, towards the delivery of a single OI Joint Country Analysis and Strategy (OI JCAS). The DRC JCAS provides the framework for the work of all four Oxfam affiliates in-country and Oxfam GB has been appointed as the managing affiliate with overall responsibility for ensuring delivery against the JCAS by all affiliates.
- Though employed by Oxfam GB, the managing affiliate, the proposed OI CD DRC post holder would be working in the interest of all affiliates in ensuring delivery against the commonly-agreed OI Joint Country strategy. To that end, the post holder will also carry the responsibility of representing the interest of all affiliates in-country.

Major Responsibilities

- Provides strategic leadership for Oxfam's programmes in-country.
- Accountable to the ECA Programme Governance Group for the delivery, effective management and monitoring, evaluation and learning of the programme.
- Chairs the DRC Country Leadership Team.
- Liaises with and holds the Implementing Affiliate to account for delivery of their part of the joint programme strategy and plan.
- Takes the lead in representing Oxfam and country programme within DRC, the region and globally. Builds relationships and develops networks.
- Line manages OGB's work in the country – staff, budget, funding and the programme delivered by OGB. Has responsibility for more than 270 staff.
- Takes responsibility for the successful implementation of the Single Management Structure and the change activities associated with it.
- Works with the Country Leadership Team to ensure that minimum standards are met in the country – for programme, programme management, HR, finance, security, health and safety etc.
- Co-ordinates with the Country Leadership team to identify new funding sources and negotiate funding opportunities to support programme implementation.
- Ensures that emergency preparedness and contingency plans are appropriate, effective and reviewed every 6 months.
- Ensures that secured donor contracts and other restricted income are managed effectively and efficiently in line with donor contractual requirements and agreed OI policies and procedures.

- Ensures diversity in programmes and in the workplace.
- Communicates appropriately, encourages and develops others, providing feedback and adapting leadership style to bring about successful outcomes.
- Builds and strengthens internal culture by displaying self-awareness and appropriate communication skills to set an example for others to follow.
- Achieves results through working effectively with others and holding others to account.
- Accountable for the management and reporting of financial resources and assets.
- Provide regular, consistently high quality programme and projects reports to PGG and Donors.
- Responsible for the development of country security plans.

Competencies

- Senior management experience in leading the development, and ensuring the delivery, of programme strategy, either through partners or directly, in one or more challenging locations.
- Proven analytical skills and ability to think strategically, including the ability to think beyond the country programme context and to act within a regional and global framework.
- Ability to manage the development of, and contribute to, the high level analysis of factors driving poverty, marginalisation and vulnerability in developing country contexts, including the ability to 'think politically' by understanding motivations, pressures and challenges faced by colleagues, partners and other actors.
- Experience in leading and motivating multi disciplinary, geographically remote teams; a high degree of self awareness and an understanding of how to drive and support excellent team performance and individual development.
- Experience of managing complex change processes and relationships involving a wide range of both internal and external multi-cultural stakeholders across a variety of disciplines, approaches & geographical areas.
- Experience in representing an organisation with partners, government agencies, private sector organisations, and donors at senior level: locally, regionally and globally.
- An active commitment to promoting gender equity and the interests of marginalised people in all aspects of an organisations work.
- High level financial management skills to steer the operational budget.
- Experience of fundraising from diverse institutions, both local and international.
- Ability to lead a Category 2 emergency response.
- Understanding of managing security and risk within an INGO context.
- Good level of IT literacy and an understanding of how new developments in technology can positively contribute to the aims of an INGO.
- Excellent written and verbal communication skills to motivate, influence, and negotiate.
- Ability to speak English and French is required.
- Results driven and demonstrable ability to set and communicate goals and ensure effective and appropriate decision making and problem solving.
- Ability to resolve complex problems and provide clear and effective communication and representation.
- Ability to influence & manage multiple and diverse stakeholders.
- Ability to lead a diverse team.

Behavioural Competencies

- Strives to achieve results by setting and communicating goals and ensuring effective and appropriate decision making and problem solving. Able to resolve complex problems and provide clear and effective communication and representation (Outward Behaviours).
 - Analytical Thinking.
 - Initiative.
 - Communications.
- Achieves results through working effectively with others and holding others to account. Communicates appropriately, encourages and develops others, providing feedback and adapting leadership style to bring about successful outcomes. Able to influence & manage multiple stakeholders. (Leadership Behaviours).
 - Motivating & Developing Others.
 - Achieving Results.
 - Facilitating Change.
- Builds and strengthens internal culture by displaying self-awareness and appropriate communication to set an example for others to follow (Inward Behaviours).
 - Self Awareness.
 - Interpersonal Awareness
 - Facilitating Change

Humanitarian Competencies

- Understands operating contexts, key stakeholders and practices affecting current and future humanitarian interventions.
 - Understands the humanitarian context.
 - Applying humanitarian standards and principles.
- Demonstrate humanitarian values and principles and motivate others to achieve results in complex situations independent of one's role, function or seniority.
 - Self Awareness.
 - Motivating and Influencing others.
 - Critical judgement.
- Adapt to pressure and change to operate effectively within humanitarian contexts.
 - Adapting and coping.
 - Maintaining professionalism.

Profile*Preferred Experience:*

- Experience in Country Director role or equivalent.
- Good understanding of the African and regional context.
- Previous experience in DRC strongly preferred.

Preferred Skills and Knowledge:

- Able to solve complex problems and to exercise independent judgment.
- Able to work within a cross-cultural environment with multi-national staff.
- Able to manage compliance and risk issues.
- Comfortable with managing complexity and uncertainty.
- Bilingual in English and French (written and spoken).
- Good oral/written and interpersonal skills.
- Ability to travel within country, regionally and internationally

Meta Fields