



Country Director

## Description

### About Plan International – Nigeria

Plan International is an independent development and humanitarian non-profit organisation that believes in the power and potential of every child, but knows that this is often suppressed by poverty, violence, exclusion and discrimination.

Working together with children, young people, supporters and partners, Plan International strives for a just world, tackling the root causes of the challenges girls and vulnerable children face. Plan International has been building powerful partnerships for children for over 80 years and is now active in more than 70 countries, driving changes in practice and policy at local, national and global levels using its reach, experience and knowledge.

Plan International started operations in Nigeria in 2014 and is registered with the Corporate Affairs Commission. With a grant portfolio of over £45 million, £123 million in the pipeline and close to 300 staff, Plan is one of the largest INGOs in the country. Plan International has two streams of integrated programmes – Development and Humanitarian. In addition to the Country office in Abuja, Plan maintains field offices in 5 states – Sokoto, Bauchi, Adamawa, Yobe and Borno and works across 6 others. Based on the current Country Strategic plan (2020 – 2024), Plan International Nigeria has the bold ambition of transforming power relations in favour of girls, by addressing the root causes of the challenges that girls and vulnerable children face in Nigeria.

### About the Role

The Country Director will have strong leadership capacity, business development expertise, a record of innovative programming, development and a background in influencing policymakers and stakeholders. This is an exciting leadership role with the opportunity to sustain the excellent growth trajectory of the programme and advance public policy in favour of girls. The Country Director will also be part of the West and Central Africa regional leadership team of Plan International, which consists of 14 Country Directors within the region, along with the Regional Director and three Directors of the sub-regions.

### Purpose of the Role

The Country Director will ensure that Plan International's programmes in Nigeria are relevant to the needs of girls and vulnerable children. This will be accomplished through the creation and management of high-performance teams that deliver excellent technical work and use gender-transformative approaches in line with Global and Country Strategic Plans. This position will work closely with the board of directors for Plan International Nigeria, government, private sector, donors and other partners in-country. The country director will ensure that Plan International's work is recognised for its excellence locally, regionally and internationally, through its cost-effective programs. The Country Director will monitor budgets, work-plans, and risk management systems, ensuring that the relevant operational systems are in place that take into consideration security sensitivities, safeguarding, and disability inclusion. This position will involve some contact with children.

### Duties and Responsibilities

- Creation and management of high-performance teams delivering excellent technical work, using gender-transformative approaches in line with Global and Country Strategic Plans and in full compliance with local law and Plan International's policies and standards.
- Ensure high-quality programme work is delivered with the maximum involvement of children, girls, youth, and key project stakeholders.
- Lead the initial assessment, review of donor requirements and analysis of the potential feasibilities of the initiatives based on Plan context, expertise and experiences.
- Leadership in exploring funding opportunities (especially from institutional donors), to diversify and grow the grant portfolio guided by the strategic plan, so that funds can be raised in a timely manner for key project responses while ensuring full cost allocation for overheads.
- Ability to manage complex funding models to support priority interventions, whilst ensuring adherence to donors and Plan International's requirements.
- With support from the Emergency Response Manager, provide leadership for the humanitarian response programme in the northeast of the country and ensure staff safety and security. Ensure readiness to address emergencies is built into all programme planning.

- Ensure efficient and fully compliant financial management in the disbursement of all resources.
- Engage with Plan colleagues in the regional office and national organisations, based on the approved business opportunities and donor possibilities.
- Stay abreast of Nigeria's development, policies and best practices with particular attention to issues pertaining to girls, education, health, humanitarian concerns and poverty.
- Facilitate fora to share successes and program learning with government, donors, partners and peers.
- Establish and sustain partnerships with local NGOs, community-based organisations, government partners and national and international institutions and NGOs.

## Skills and Experience

### Knowledge

- Master's degree in international relations, development studies, social sciences or relevant equivalent.
- A minimum of 10 years of leadership experience in international development and humanitarian contexts.
- Demonstrable knowledge as a result of study, training or practical experience on the key debates in development and emergency response methods and effectiveness.
- Knowledge of Nigeria; the geopolitical factors affecting girls and child-poverty in the country and the political, social and environmental opportunities for change is an advantage.
- Knowledge of the requirements of donor compliance and financial management.
- Knowledge of programming in volatile environments with good understanding and appreciation of the historical, security context, political environment, economic, social/religious and humanitarian context in Nigeria or a comparable environment.

### Skills

- Proven skills in the development and management of effective and motivated teams, including distance management.
- Effective working with and through partners (government, local NGOs, INGOs, private entities, etc.).
- Ability to communicate clearly and effectively, comfortable with the media, presenting and arguing a case.
- Proven analytical skills in isolating priorities and tackling them.

This role is based in the country office located in Abuja with extensive local and some international travel. Ability to travel frequently to deep field areas.

### Meta Fields