



Country Director

## Description

### About Save the Children

Save the Children is the world's leading independent organisation for children and works in around 120 countries to save children's lives; to fight for their rights; and to help them fulfil their potential.

Save the Children works to inspire breakthroughs in the way the world treats children and to achieve immediate and lasting change in their lives. Across all of their work they pursue several core values: accountability, ambition, collaboration, creativity and integrity.

In 2012 Save the Children touched the lives of over 125 million children worldwide and directly reached 45 million children.

Save the Children started work in Burkina Faso in 1982. Save the Children Burkina Faso currently operates in 5 districts and implements projects focused on: Nutrition, Child Protection, Education, and Health. Save the Children in Burkina Faso works with more than 18 partners included local NGOs, CSOs and CBOs to deliver programs and has a budget of around \$ 5.3 million.

### Purpose of Position

As a member of the West and Central Africa Senior Leadership team, you will have shared accountability for Save the Children's international development and emergency programming in the region of approximately \$120 million through an organisation of nearly 1500 people. To achieve our ambitious goals and breakthroughs for children, the leadership team will, in collaboration with Save the Children Members and in conjunction with the other regional organisations, aim to drive growth to \$2 billion by 2015.

The Country Director will lead the transformation of the country to a new operating model, whilst also delivering Save the Children's strategy within the country through:

- Delivering quality programmes, including advocacy for children; and
- Serving Members and their donors

### Scope of Role

*Reports to:*

- Regional Director, West and Central Africa

*Staff directly reporting to this post:*

- 1 Director of Programme Implementation
- 1 Director of Program Development & Quality
- 1 Director of Finance & Support Services
- 1 HR Manager

*Internal relationships:*

- Senior Management Team, National Team, WCA Regional Director, SCI Centre International Program Team.

*External relationships:*

- Save the Children members, donors, partners

## Key Areas of Accountability

*Contribute to strategic development and delivery of international programming:*

- Both in humanitarian and development contexts, in line with the Save the Children mandate, strategy and theory of change.

*Deliver transformational change in-country, including:*

- Developing and delivering improved outcomes for children through delivery of the Save the Children global programme strategy and global initiatives and growth targets as set for the country.
- Defining and implementing the new operating model for the country, in consultation with the Regional Director.
- Engaging Save the Children staff, partners and other stakeholders to create real shared ownership and collaboration.
- Creating an environment of continuous learning, where staff are encouraged and supported to grow and develop and are willing to be held accountable for their commitments.
- Ensuring that the focus of the organisation remains on the rights and needs of children.

*Be accountable, and develop the capacity of, mentor and hold staff accountable for:*

- Developing strong country strategy and operational plans that identify and address significant issues facing children, and are in line with Save the Children's overall strategy (with a focus on Global Initiatives) and theory of change.
- Preparing for and implementing rapid and effective responses to major emergencies affecting children, including building relationships with key humanitarian and development decision-makers and partners in-country.
- Delivering programmes and advocacy in line with the country strategy, operational plans, budgets and Member requirements that result in significant impact for children.
- Collaborating with colleagues in the region to deliver any regional programmes and advocacy, in line with regional strategies, operational plans, budgets and Save the Children member requirements that result in significant impact for children.
- Developing and maintaining good relations with Members and their donors.
- Growing the country programme to become the leading NGO addressing children's issues in the country.
- Developing and maintaining efficient and effective operating systems, and ensure compliance with all Save the Children Essential Standards, with a particular focus on safety & security management.
- Developing and coaching staff to optimise their potential in pursuit of Save the Children's objectives.
- Contributing to global knowledge and learning in Save the Children.

*Be accountable, and develop the capacity of, mentor and hold Senior Management Team accountable for:*

- Role modelling and leading the way on the new values and ways of working.
- Developing strong country strategy and operational plans that identify and address significant issues facing children, and are in line with Save the Children's overall strategy (with a focus on Global Initiatives) and theory of change.
- Preparing for and implementing rapid and effective responses to emergencies in-country affecting children.
- Collaborating with colleagues in the region to deliver any regional programmes and advocacy, in line with regional strategies, operational plans, budgets and Save the Children member requirements that result in significant impact for children.
- Building relationships with key decision makers and partners.
- Developing and coaching staff to optimise their potential in pursuit of Save the Children's objectives.
- Contributing to global knowledge and learning in Save the Children.

## Values and Competencies

*Adhere to SCI Values:*

- Accountability
- Ambition
- Collaboration
- Creativity
- Integrity

*Key Competencies:*

- Leading and inspiring others
- Delivering Results
- Developing self and others
- Problem solving and decision making
- Innovating and Adapting
- Applying technical and professional expertise
- Working effectively with others
- Communicating with impact
- Networking

## Profile

- Experience of building, leading and developing a team of senior staff with different backgrounds and expertise.
- Experience of managing a crisis situation requiring quick changes to priorities and rapid action to respond.

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- Experience of leading change in an organisation which has led to considerable results for the organisation and its stakeholders.
  - Experience of building personal networks at a senior level, resulting in securing new opportunities for the organisation.
  - Experience of solving complex issues through analysis, definition of a clear way forward and ensuring buy-in.
  - Experience of building personal networks at a senior level, resulting in securing new opportunities for the organisation.
  - Good understanding of key trends in international and humanitarian development.
  - Experience and knowledge of context and actors in West and Central Africa.
  - Good understanding of programme, financial and operational management processes.
  - Good understanding of key trends in international and humanitarian development.
  - Commitment to the Save the Children values.

**Meta Fields**