

Invitation for Application for the Country Director Position (Uganda)

The Country Director will be based in Kampala, Uganda and will report to the Regional Director. The position will be for an initial period of one year with a possibility of extension.

Background

Terre des Hommes Netherlands (TdH NL) is an international non-governmental organisation committed to stopping child exploitation. Our mission is to protect children by preventing and stopping child exploitation, and by empowering children to make their voices count. Our vision is that children can flourish in a world free of all forms of exploitation.

Our vision and mission are inspired and guided by international human rights instruments and standards, in particular, the United Nations Convention on the Rights of the Child (UNCRC), the Council of Europe's Lanzarote Convention, the International Labour Organisation Conventions, and support the achievement of the SDGs Goals 5, 8 and 16.

In Africa, TdH NL works in Kenya, Uganda, Tanzania, Ethiopia and Madagascar. We work with communities, government, private sector, civil society organisations and children themselves, at the centre, to address systemic and structural drivers that expose children to exploitation. We work with the consciousness that exploitation is often exacerbated by emergencies. For this reason, we provide humanitarian assistance to reduce the risks that push children into exploitation during emergencies, while working with other stakeholders to protect them. We remain committed to working in other geographical locations across Africa where child exploitation issues may arise.

In 2022, TdH NL launched its 2023-2030 Listen up! Strategy with the aim of creating systemic change that addresses the root causes of child exploitation. We will achieve this by empowering children and their communities, connecting them with those who have power to enact change, engaging in lobby & advocacy campaigns, working with partners to build resilience of children, families and communities and utilising our knowledge and expertise to co-create sustainable, evidence-based solutions.

To realise our strategic ambition, we will work towards achieving four main outcomes outlined in our Theory of Change; 1). Children are empowered, have access to and utilise spaces where they feel safe and their voices are heard, 2). Communities address sociocultural norms and other factors leading to child exploitation, and put in place structures that support children, 3). Duty bearers actively create spaces where children can be heard and contribute to coordinated action that prevents and responds to exploitation of children, 4). Professional bodies, intergovernmental organisations and human rights accountability mechanisms ensure that duty bearers effectively fulfil their commitments and obligations to protect children from exploitation.

Every plan we make and action we take in the next 7 years will uphold our core principles. Guided by our Theory of Change and new strategy, we believe that together, we will create a better world where children can thrive and realise their full potential in societies free from all forms of exploitation.

Objective of the function

The Country Director will be Terre des Hommes Netherlands' representative in Uganda reporting to the Regional Director, Africa, based in Nairobi, Kenya for general direction in terms of realising programs, operational responsibilities, developing strategy and executing. He/she will be accountable for managing and supervising TdH NL's development and emergency projects in Uganda, working closely with Global Programme Leads in ensuring delivery of quality results in line with our global and in-country strategic plan, performance and accountability frameworks. The Country Director will be responsible for managing and growing the grant portfolio as well as providing strategic leadership to Uganda country office staff, in alignment with TdH NL's organizational core values and practices. He/she will additionally ensure project partners (co) implementing projects meet the set deliverables.

Result areas

1. Realize and develop department policy (including realization of UG Country Strategy)

Result: Country annual strategic plan is developed and implemented so that clear and explicit objectives are formulated and realized for the country.

- Work professionally within TdH NL's policies and codes of conduct, including those related to child protection/safeguarding, confidentiality, safety and security and ethical practice.
 - Ensure that the country office and project partners follow the policies, processes and protocol regarding child safeguarding.
 - Communicate incidents and violations of the policies in line with the established protocols.
 - Ensure full adhere to TdH NL integrity framework including the Speak Up! Policy, conflict of interest guidelines and other HR policies.
- Develop clear goals that are consistent with agreed strategies and in line with budgets.
- Work closely with the Regional Director of Africa to ensure goals and objectives are aligned with strategies.
- Identify priority activities and assignments; adjust priorities as required.
- Foresee risks and allow for contingencies when planning.
- Possess a strong commitment to social justice and development of quality services within the field of child sexual abuse, exploitation and violence.
- Keep up to date with the political, economic, social and technical situation of the country as well as programme related developments and incorporate these developments into annual reports and annual and strategic plans.

- Keep the programme database up to date, analyse the outputs of each programme and reflect on the outcome in terms of planned versus achieved in quarterly and annual reports and annual plans.
- In case of self implementation of programmes, manage the implementation efficiently and effectively to create maximum results at beneficiary level.
- Collaborate with donors that support TdH NL's project partners and see to it that there is a common understanding on project outputs/outcomes.
- As a member of the programmes team advise the programme development manager, whether solicited or unsolicited on fundraising and programme development opportunities and threats
- Work together closely with the other Country Directors / Country Leads and exchange ideas and experiences.
- Organize the Uganda country team and coordinate with the Regional Office technical team to undertake fundraising / resource mobilization to operationalise the Uganda short, medium and long term country plans in line with the global strategy.

2. Finance and administration

Result: The finance and administration of the country office is done in line with TdH NL's finance and administration policies.

- Ensure that TdH NL's finance and administration policies and operational guidelines are being implemented at the country office.
- Approve and ensure timely submission of quarterly funds requests/ disbursements to partners after receipt of quality signed off reports.
- Monitor in close collaboration with the Global finance office, the annual budget spending in relation to the approved annual budget.
- Monitor with the support of the country finance staff, financial management practices and provide immediate backstopping where policies are not followed as expected.
- Immediate report on any violations of the finance policies and procedures.

3. Manage employees

Result: Employees are guided and instructed so that they are motivated to execute their tasks efficiently and effectively.

- Manage the country team to ensure project goals and objectives are achieved, including taking direct project implementation roles as necessary.
- Provide leadership and take responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.
- Empower staff to translate vision into results.
- Ensure sufficient staff numbers and capacity is in place in line with the approved annual budget plan and donor project resources.

- In line with the annual performance management plans, regularly discuss performance and provide feedback and coaching to staff.
- Entrench within the Uganda team a Speak Up! Culture , where staff feel empowered to raise issues without fear of victimization.

4. Facilitate internal management processes

Result: Internal management processes are facilitated so that the tasks and activities are efficiently aligned and quality is guaranteed.

- Delegate the appropriate responsibility, accountability and decision-making authority.
- Anticipate and resolve conflicts by pursuing mutually agreeable solutions.
- Accurately judge the amount of time and resources needed to accomplish a task and match tasks to skills.
- Monitor progress against milestones and deadlines.
- Make sure that roles, responsibilities and reporting lines are clear to each staff member.

5. Resource mobilization and networking

Result: Network is maintained so that cooperation is improved and all parties and individuals involved are correctly and fully informed. Fundraising plans and targets are realized.

- Ensure strong engagement in resource mobilization, including positioning and support to grant acquisition efforts to raise additional resources and diversify TdH NL's portfolio in Uganda.
- Recognise fundraising opportunities for TdH NL, take initiative to anticipate them and develop proposals in conjunction with the Regional and Head Offices.
- Establish and maintain relationships with a broad range of groups (government, CSOs, private sector and beneficiaries) to understand project needs and gain support.
- Represent TdH NL in Uganda, engage and build strategic alliances with government, major donors, other NGOs and media.
- Represent TdH NL by participating in networks related to its mission and vision, and share and learn.

Education, experience and skills required

- At least a Masters degree in the Social Sciences, Management or related fields.
- Minimum of 10 years of professional work experience that combines managerial and technical leadership in development cooperation or executive management.
- Professional experience with an INGO, NGO, or governmental organization, in the related field of child protection and safeguarding is an asset.
- Experience in child exploitation and/or child rights is a minimum requirement
- Experience in research and/or evidence-driven programming is recommended

- Experience in fundraising and resource mobilization and both humanitarian and development settings .
- At least five (5) years of leadership experience including supervising teams and managing budgets.
- Proficiency in written and oral English is required.

Personal profile

- Strong management skills and track record at national level
- Strong people management skills to include coaching/professional development
- Proven budgeting skills and efficient management of financial resources
- Proven capacity to lead, motivate and develop a team
- Exhibits composure and professionalism.
- Ability to represent TdH NL in Uganda to donors, government officials, other NGOs, other external stakeholders in a self assured manner
- Excellent negotiating and communication skills
- Strong ability to direct and foster strategic partnerships and position for grants
- Excellent grant acquisition experience, including experience with a diverse set of donors
- Be a person of high professional integrity and firmness to safeguard organizational resources

Competency profile

A. Analytical capacity

Understanding the essence of complex issues by logical reasoning, investigation of potential causes, separation of key messages from the mass of detail and acknowledgment of their interdependence.

Level 2: Collects and examines information from various sources independently and on own initiative. Acquires insight by doing so and draws conclusions from their interdependence.

B. Leadership

Can mobilise and inspire others by providing guidance and direction in the attainment of clear and challenging objectives related to results and personal development. Is able to adapt the style of leadership to different employees and situations.

Level 3: Encourages others to develop themselves and to achieve maximum results and demonstrates exemplary behavior.

C. Result orientation

Focused on setting objectives and actively achieving results.

Level 3: Is determined in achieving results and encourages and supports others in doing so.

D. Responsibility

Accepting the consequences of your own actions and/or agreements.

Level 3: Takes potential consequences into account when making risky agreements within his or her own area of responsibility – such as a team or department, or a policy area. Can make a realistic assessment of the impact of one's own actions as well as those taken by others, and bases agreements on this.

Contract Period

One year contract with a possibility of extension.

How to Apply

Please send your motivation letter and curriculum vitae (indicating your expected remuneration) by e-mail to: recruitment.africa@tdh.nl clearly demonstrating how you meet the qualifications for this position, no later than by **3rd February 2023** 1700hrs (EAT). The application email subject should be: *Country Director, Uganda*. For more information about this position, you can contact us through the same email address.

This role is open to Ugandan and Non-Ugandan nationals. However, please be notified that TdH NL is not able to offer work permits/visas for this position, applicants must demonstrate the right to live and work in Uganda.

Please note that due to the expected large response only shortlisted candidates will be contacted. The selection procedure will also include checking of recent professional references.