



Country Director, DRC

## Description

### About CBM

CBM is an international development organisation committed to improving the quality of life of persons with disabilities in the world's poorest communities. Based on Christian values and over 100 years of professional expertise, CBM addresses poverty as a cause and a consequence of disability. CBM works in partnership to create an inclusive society for all.

CBM partners with government and non-government organisations and Organisations of Persons with Disabilities (OPDs) to develop and implement disability-inclusive development programmes. The organisation focuses on Community-Based Inclusive Development (CBID), Inclusive Eye Health and Inclusive Humanitarian Action to ensure persons with disabilities and their organisations fully participate in their communities' social, economic and political life and access effective support when needed.

### About the Role

The Country Director will deliver CBM's Disability Inclusive Development work in the Democratic Republic of Congo. As such, this position will be responsible and accountable for leading the development and effective implementation of the organisation's country plan and its operational requirements within the DRC, ensuring high-quality performance and alignment with CBM's federation strategy. This role is responsible for strong financial discipline within the Country Office and ensuring partners meet and fulfil CBM's programmatic, operational and financial requirements. They identify programme opportunities and areas where the organisation can demonstrate value and relevance.

This position promotes CBM's vision and country plan to external stakeholders. The Country Director will develop effective relationships with other organisations, representing CBM to partners, local and national governments, other development organisations and voluntary agencies, as well as in-country media, donor agencies and local communities to influence the country's development agenda towards inclusion and poverty alleviation. The Country Director will establish a high-quality CBM team in the country.

### Duties and Responsibilities

Provide leadership in the development and implementation of the country plan.

Identify suitable organisations for new partnerships and manage relationships with existing CBM partners, building their capacity where needed.

Oversee the financial management at the country level, ensuring compliance with CBM financial standards.

Lead the development, implementation and monitoring of the advocacy components of the country plan.

Promote the organisation and its mission to local partners and authorities.

Provide leadership and develop national and expatriate staff at the country office.

Actively support partners in developing and delivering quality projects and programmes aligned with need, capacity, and country plan objectives.

### Skills and Experience

Passion for making a difference in improving the lives of people with disabilities.

Professional experience of at least five years at a senior management level in a large national or international NGO.

Proven experience in the programmatic and financial management of large and complex project portfolios.

Proven experience in building and managing effective partnerships.

Excellent people management skills.

Significant experience in strategic planning and project cycle management.

Significant experience in capacity building, organisational development and change management.

Experience in social inclusion with disability or inclusion would be a plus.

A lived experience of a disability would be an advantage.

### Meta Fields