



Regional Director, West and Central Africa

Plan International

Details

PLAN-RD-WACA

Start Date

a.s.a.p

Closing Date

21 July 2023

Contract Type

Five-year fixed-term contract

Location

Based in any of the countries, Plan International Inc operates in the region with preference for Senegal (Benin, Burkina Faso, Central African Republic, Cameroon, Ghana, Guinea, Guinea Bissau, Liberia, Mali, Niger, Nigeria, Senegal, Sierra Leone, Togo)

About Plan International

Plan International is an independent child rights and humanitarian organisation committed to children living a life free of poverty, violence and injustice.

Plan International actively unites children, communities and others who share its mission to make positive lasting changes in children's and young people's lives. Plan International supports children to gain the skills, knowledge and confidence they need to claim their rights to a fulfilling life today and in the future. They focus specifically on girls and women, who are often left behind.

Plan International has been building powerful partnerships for children for over 85 years and is now active in over 80 countries.

They are embarking on an ambitious and exciting change process to make the organisation more relevant, bold, engaging and effective in a dynamic and fast-changing global context in line with Plan International's global strategy *All Girls Standing Strong Creating Global Change (FY23-FY27)*.

About the Role

The Regional Director has overall accountability for regional performance and portfolio. They are the CEO representative for influencing, strategic engagement, fundraising and external representation within the

region.

The role oversees a regional hub management team consisting of Directors of Sub-Regions who hold the line management for the Country Directors, Regional Finance, People and Culture, Safety and Security, Programme and Influencing Humanitarian, and other related functions.

In addition, the Regional Director sits on the Plan International Inc Leadership Team and the Plan International Global Team and periodically joins and contributes to International Board and Committee meetings.

Purpose of the Role

The purpose of this role is to lead, manage and be accountable for Plan International's strategies, programmes and operations in the West and Central Africa (WACA) region. This currently includes 15 countries and a regional hub based in Dakar, Senegal, with an annual budget of EUR 265 million for Fiscal Year 2023. The Regional Director has overall responsibility for the portfolio in the region and plays a significant role in driving changes to this footprint.

The 15 countries are organised into three clusters of five each to ensure balance in complexity and distribution of work to facilitate effective management oversight and support.

The Global Hub in the WACA Region oversees the realisation of Plan International's country-facing programming and influencing activities in the Region and holds business units to account for achieving maximum and timely impact in accordance with Plan International's purpose, values and behaviours, global policies, and as directed by the Members Assembly and International Board.

Duties and Responsibilities

- Responsible for the successful development and delivery of Plan International's strategy, programmes, and operations in the WACA region in-line with Plan International's global strategy and standards.
- Develop and lead a high-performing and value-based leadership team within the region.
- Actively advance intersectional feminism and anti-racism and ensure all leaders and staff exercise Plan International's values and behaviours.
- Continuously improve all elements of Plan's regional operations (grants and sponsorship management, security, supply chain and planning and performance).
- Lead the design and implementation of context-specific operating models to ensure Plan remains relevant and delivers increased performance and impact in a rapidly evolving region.
- Identify and manage risk, ensuring that systems and processes are in place to identify, understand, and mitigate risks and monitor and intervene as appropriate.
- Ensure effective acquisition and utilisation of resources, overseeing effective fundraising according to strategic plans, budgets, and financial standards. Monitor, guide, and intervene as needed in using financial resources.
- Ensure compliance with Plan International's standards and that systems and processes are in place to comply with plans, policies and legal requirements. Monitor compliance of the same, and intervene as appropriate.
- Build relationships and communicate internally and externally to strengthen a culture of collaboration,

partnership, and learning within the region.

- Lead on Representation and Advocacy in the region and global platforms, working closely with the Chief Strategy and Engagement Officer. This role jointly oversees the Africa Union Advocacy Office in Addis.

Skills and Experience

- Significant experience in progressive senior international management roles.
- Demonstrable knowledge as a result of study, training or practical experience on the key debates in development, particularly around child rights and gender equality.
- Practical experience in the requirements of donor compliance and financial management.
- Practical knowledge of programming for development and emergency response.
- Working experience in West or Central Africa, with experience in other regions, is desirable.
- Business-level fluency in English and French.