



National Director

Description

About SOS Children's Villages Zimbabwe

Established in 1949, SOS Children's Villages is a dynamic, international social development organisation working globally to meet the needs and protect the interests and rights of orphaned and vulnerable children. It works within the spirit of the United Nations Convention of the Rights of the Child. An autonomous association affiliated to the umbrella organisation of SOS Children's Villages International, it is a non-political, non-religious and not-for-profit social development organisation committed to improving the lives of vulnerable children and young adults, as well as their families and communities in Zimbabwe. It works closely with different stakeholders including children, families, communities, government, the private sector and donors.

Purpose of Position

- Represent SOS Children's Villages in Zimbabwe and be responsible, with the support of the Board of Directors, for expanding its impact, effectiveness and capacity.
- Lead, manage and develop the National team as the chief executive officer.
- Cultivate good working relationships with partners, donors, government, stakeholders and beneficiaries.
- Serve as a non-executive member of the Board of Trustees/Directors of the SOS Children's Villages Zimbabwe and implement the Board's strategic directives within the organisation.
- Provide strategic direction and leadership.
- Promote innovation and learning.
- Ensure financial health and fulfillment of the organisation's purpose, goals and values.
- Collaborate collegially with the board and operational team to foster cohesion among staff, the country and regional leadership.

Key Functions

- Deliver effective programmes and services to children, youth, families and communities within the framework of the organisation's Vision, Mission & Values.
- Lead strategic planning to ensure a sustainable Anchor ^{Anchor = organisation whose work is relevant; whose programmes are operationally effective and which can guarantee quality child-care according to defined standards.} ^{known, not known, not found, not defined, unknown}
- Monitor and evaluate programmes, facilities and other organisational functions, provide specified reports and act on agreements as guided by the regional office to ensure international strategies, accountability standards and policies are implemented.
- Develop projections and annual budgets for effective and sustainable management of the organisation's financial and other resources.
- Supervise fundraising and pursue support from government and private sources to maximise the resource mobilisation potential in the country and beyond.
- Recruit, train and retain the association's highly skilled teams to ensure the organisation has the necessary competencies to fulfill its long-term goals and objectives.
- Lead and supervise the national management team (programme/facility heads as well as departmental heads).
- Be the first point of contact and official spokesperson for crisis interventions and ensure cases are reliably reported according to standards of the international crisis communications guideline.
- Lead efforts to build and maintain professional relationships with funding partners, Regional and International Offices as well as with other stakeholders.
- Represent the organisation both nationally and internationally.

Required Competencies and Skills

- At least 10 years' experience in developmental work at management and leadership positions.
- A good understanding of child rights and child development issues.
- Experience in developing, nurturing and implementing social development programmes and fundraising by establishing long-term partnerships with stakeholders.

- Strong influential and executive leadership style, an articulate and confident manager able to spur confidence in the organisation, working closely with the Board for governance.
- A successful track record working with and building high-performance teams in a multi-cultural setting.
- Excellent networking ability, persuasive communication, marketing and fundraising skills.
- Strong managerial and implementation skills.
- Strong strategic awareness, integrating environmental developments, future orientation and a pragmatic view into operational planning and day-to-day work.
- Proactive decision-making based on sound analysis and excellent communication skills.
- Fluent oral/written English skills required, with Zimbabwean local languages preferred.
- Degree in Social Sciences or relevant field, Masters would be an added advantage.
- Zimbabwean nationals only.

Meta Fields