



National Director

Description

About SOS Children's Village Mozambique

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 Mozambique. It works closely with different stakeholders including children, families, communities, government, the private sector and donors.

SOS Children's Village operates in six locations in Mozambique (Tete, Pemba, Maputo, Inhambane, Chimoio and Beira) with the head office in Maputo.

About the Role

Job title & name of direct supervisor:

Chairman of the Advisory Committee

Job titles of direct subordinates:

- Programme Directors (6)
- Programme Manager
- Financial Controller
- Sponsorship Coordinator
- Human Resources Manager
- Fundraising Officer

Employee is supported by a Senior Management Team

Additional professional support and instruction from:

Regional Advisors

Job titles of functional subordinates:

Facility/Unit Heads

Key Performance Areas and Responsibilities

Strategic Leadership:

- Establish, guide, direct and oversee the strategic plan under the direction of the Board, to advance the vision, mission, objectives and sustainability of the organisation, in line with global strategy with support from the Region.
- Ensure the National Association is adequately resourced and focused on building strong facilities and programmes.
- Review programmes and facilities to ensure that agreed plans and policies are implemented.
- Facilitate interaction and exchange of experiences between programmes.

- Communicate and monitor plans to ensure their implementation.

Operations:

- Initiate, lead and support programme operations and service delivery.
- Ensure compliance to national legislation and SOS CVs Standards.
- Manage procurement and maintenance of all assets in the National Association.

Governance:

- Present plans, reports and/or proposals for Advisory Committee/Board deliberations and ensure decisions are translated into clear actions.
- Ensure appropriate best practices, processes and technologies are in place for operational excellence including supporting board development as directed by the Chairperson.
- Ensure Advisory Committee/Board and National Association Members are kept informed of global and regional strategic priorities as well as key organisational information.

People Management and Development:

- Develop and maintain a high performance team including offering special support in times of crisis to all the programmes and regularly evaluating team performance to ensure functional objectives are met or exceeded.
- Ensure the professional recruitment, orientation, performance management and on-going development of national office management staff.

Strategic Relationship Management:

- Maintain close contact with internal and external stakeholders by building strategic relationships with like-minded partners focused on the rights of children without parental care or at risk of losing their parental care.
- Represent the organisation externally in the child-care field, at affiliations, functions or events together with relevant programme managers.
- Ensure the National Association's local integration by promoting strong local rooting.

Sustainability and Fund Development:

- Maintain and expand the donor and sponsor base by ensuring the National Association's aims and objectives are widely known, accepted and financially supported.
- Develop and oversee implementation of realistic fund development plans and strategies.
- Oversee planning and budgeting processes, evaluate financial trends and manage the organisation's expenditure within the approved budget to ensure cost control and savings under the direction of the Board.

Marketing and Brand Awareness:

- Solicit continual feedback on current initiatives and understand market needs and perceptions to improve on-going programs or inform future program direction.
- Provide strategic and tactical guidance on marketing, branding and communication to grow the Member Association and increase its visibility.
- Communicate with stakeholders and partners to ensure active and informed involvement.

International Federation – GSC coordination:

- Facilitate smooth communication flows between the organisation and the Regional Office.
- Oversee compliance to internal and external reporting requirements including but not limited to:
 - Reporting on strategic and annual plans.
 - Reporting on programmes development.
 - Financial reporting on budgeting and accounting requirements.
- Accommodate research programmes on common and/or crucial topics, as well as piloting some programmes/projects of importance to the global strategy.
- Support regional and international initiatives to promote exchange and sharing of experiences, information, and resources where necessary.

Qualifications, Experience, Skills/Knowledge

Qualifications:

- Undergraduate degree in social sciences or a related development field such as business management.
- Master's degree in Business Administration/Management, Accounting, Management Finance and/or Education will be an advantage.

Experience, Skills/Knowledge:

- 6+ years' experience in development work at Executive or Senior Management Team (SMT) level in an internationally federated organisation.
- Knowledge of child rights and child development issues and contexts.

- 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 Regional Office and Advisory Board for governance.
- A successful track record working with and building high-performance teams in a multi-cultural setting within a matrix structure.
- Excellent networking ability, persuasive communication, marketing and fundraising skills.
- Strong strategic awareness, integrating environmental developments, future orientation and a pragmatic view into operational planning and day-to-day work with experiences presenting to and advising boards on strategy.
- Fluent oral/written English skills are a must with Portuguese proficiency. A local Mozambique language would be an advantage.
- Intercultural, gender and diversity sensitivity: able to bridge different national or organisational cultures and to work effectively in a multi-cultural and multi-ethnic environment respecting diversity.

Meta Fields