



## Country Director

### Description

As CBM's Country Director for Nigeria, you will be accountable for leading the development and effective implementation of the country plan, ensuring high-quality performance and alignment with CBM's Federation strategy. You will take responsibility for strong financial discipline and for ensuring that partners are fulfilling CBM's operational and financial reporting requirements. By developing relations with partners, local and national governments, and other development organisations, you will influence Nigeria's inclusion development agenda.

### About CBM International

CBM is an international Christian development organisation, committed to improving the quality of life of people with disabilities in the poorest communities of the world.

Based on its Christian values and over 100 years of professional expertise, CBM addresses poverty as a cause and a consequence of disability, and works in partnership to create an inclusive society for all.

### Purpose of the Role

To grow and strengthen CBM in Nigeria by providing the leadership to develop and implement CBM's strategy in the country, as well as leading and managing the CBM country office and its network of partners.

### About the Role

The Country Director Nigeria will provide leadership in developing and implementing the CBM country strategic and operational plans, along with its programmatic and organisational priorities. They will also manage relationships with CBM member associations, CBM Global Initiatives and partner organisations.

The Country Director will ensure high programme and operational quality and accountability. They will also ensure partners and programmes work to CBM standards and principles, as well as specific donor requirements.

The Country Director is to lead the development, implementation and monitoring of the advocacy components of the country plan to influence the national inclusive development policy agenda.

The Country Director will represent CBM and its mission to local partners and authorities, maintaining a positive public profile and providing quality and timely project information and content to support CBM's internal and external communication. This will allow Member Associations to demonstrate impact in their donor communication.

Essential to this role is providing effective leadership to staff in the country office through team building, coaching, delegating, and personal development. Staff development plans which enhance organisational performance and individual development will also be established.

The Country Director will ensure compliance with CBM finance standards and management controls for accountability and efficient use of funding by partners and the country office. They will also identify and report critical audit and control findings, as well as supporting the implementation of recommended actions.

### Duties and Responsibilities

As the Country Director for Nigeria you will:

- Develop and implement the CBM country plan in line with CBM's mission, vision and strategy.
- Plan, develop and maintain a portfolio of quality partnerships and programmes which are compliant with CBM standards.
- Analyse country-specific policies and trends.
- Conduct effective external advocacy.
- Manage relationships across the CBM Federation and with various external stakeholders.

- Line manage a team of staff, currently 18 people.
- Manage budgets and costs accurately.
- Where possible, tap into in-country funding sources.
- Promote CBM's values and culture within the office and its national environment and uphold a positive organisational profile.

## Skills and Experience

- Professional experience at senior leadership level in a medium sized INGO or international development organisation with a strong track record in providing effective leadership and management.
- Professional capability in the field of social inclusion.
- Capability in strategic planning, project cycle management, organisational development, change management and capacity building.
- Able to advocate, to build and manage effective partnerships and strategic alliances, and able to drive policy change.
- Excellent people and team management skills (motivating, empowering, coaching, delegating, team development).
- Excellent knowledge of financial, accounting and budget management
- Interpersonal, negotiation, and communication skills including: ability to establish focus, implement strategies, manage conflict.
- Fluent in written and spoken English. Knowledge of local languages is an asset.

## Meta Fields