



Country Director

Description

You will be taking on a well-regarded country programme; consolidating work that was done in a recent transformation and restructuring. Plan International has moved away from reliance on sponsorship and by leading grant-funded programmes, you will be enabling over 40,000 vulnerable and marginalised children access their rights.

About Plan International

Plan International is an independent development and humanitarian organisation that advances children's rights and equality for girls. Plan strives for a just world, working together with children, young people, our supporters and partners. They support girls to take the lead and influence decisions that matter to them, taking action and campaigning for girls today so they have the power to transform their futures.

About the Role

The 2016 – 2020 Country Strategy is being revised to align with the global strategy. The country programme covers three Programme Impact & Implementation Areas (PIIAs) across three regions and has a turnover of €13 million; 100 full time staff; a caseload of about 41,300 enrolled children; and a large grants portfolio from bilateral and multilateral donors.

You will be responsible for growing and managing the grant portfolio and ensuring that readiness for emergencies is built into all programme planning.

Purpose of the Role

The Burkina Faso office went through transformation and restructuring 18 months ago and there is a strong SMT made up of people who understand the vision. It now needs some innovation and creativity, along with consolidation of team spirit.

The country programme is well regarded within Plan and needs to continue as a high performer. Child marriage is a big issue in Burkina Faso, and a focus for Plan, so influencing will be needed—particularly around gender. This will involve addressing religious and traditional leaders as well as regional bodies across the Sahel. With both Niger and Mali nearby, collaborative working across the region towards a Sahel strategy would be desirable.

Although there is no funding gap at the moment, the team has big ambitions and funds will be needed to reach their goals.

Duties and Responsibilities

As the Country Director for Burkina Faso, you will be:

- A leader: able to manage, motivate and unite team members who are colocated or working at distance;
- Strategic: able to see the big picture and shape programmes towards country, regional, and global goals;
- An advocate: able to influence religious leaders and traditional leaders as well as government and regional bodies;
- Collaborative: able to work with partners externally and internally; and
- Innovative: has the imagination and creativity to drive the office to the next stage of its development.

Skills and Experience

- Excellent French & English, verbal and written, are essential.
- Ability to deliver a programme strategy within a humanitarian and/or development context.
- Able to understand the requirements of donor compliance and financial management
- Capable of developing and managing effective and motivated teams, including distance management.

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- Able to communicate and think strategically, balancing future vision with practical delivery.
 - Able to get to grips with the geopolitical factors affecting child-poverty in the country and the political, social and environmental opportunities for change.
 - Knowledge of programming in difficult environments with good understanding and appreciation of the historical, security context, political environment, economic, social/religious and humanitarian context in Burkina Faso or a comparable environment

Meta Fields