Job description: Director International Programmes

Purpose of the Job
The Director of International Programmes leads the planning, coordination, implementation, monitoring and evaluation of War Child's programmes. He/she leads strategic thinking on programming and the development of innovations that enable delivery of quality programs.

The objectives of the position include:
- Maintaining and building on the program approach, quality and effectiveness framework, programme policies and systems
- Leading strategic thinking regarding the nature, expansion and future direction of War Child's programmes (approaches, principles, systems, practices, countries of operation, etc.);
- Strengthening the child-centred focus of the organisation's work
- Raising the profile of War Child globally and build partner network that delivers on War Child's strategy as a networked expert organization.

The Director of International Programmes has overall responsibility for the work of the International Programmes Team and supervises the Regional Representatives, Global Program Directors, Programme Department Managers, Strategic Advisor and Security Officer. As a member of the International Management Team he/she is responsible for strategic alignment and management of the organization.

Position in the organisation
The Director International Programmes reports to the Managing Director and is part of the (international) management team of the organisation. The Director International Programmes leads the International Programmes Management Team. At times the director International Programmes may be required to deputize for the Managing Director.

The DIP line manages the Regional Representatives, and when appropriate Country Directors outside existing regions, the Manager PQ, the Manager Programme Partnerships & Grants and the Security Officer.

The Director International Programmes works closely together with the Director Research & Development, who is accountable for the development of War Child's global programme conceptual framework and its relevant intervention modules, as well as other Directors to ensure strategic alignment and effective support to the International Programmes.

Key Areas of Responsibility

1. **Operational leadership**
   - Monitor and analyse relevant social and political trends, developments and translate them into opportunities and mitigate threats for the organisation.
   - Lead development of War Child programmes in line with the global strategy and ensure country strategies' alignment to it
   - Ensure that programmes are consistent with War Child's established programme approach, principles and policies
   - Lead in maintaining or changing country portfolio (selection of new countries, phasing out of countries)
   - Ensure that consideration of children's rights and well-being is dominant in all operational decisions

- Maintain or improve the efficiencies of established systems, processes and frameworks, and facilitate the provision of technical assistance that enables War Child's Country Offices to deliver quality programmes
- Ensures compliance with donor requirements and internal and/or international quality standards in programme implementation and M&E and contributes to the continuous improvement of the programmes.
- Manage and support the War Child's Regional Representatives on programme and managerial matters
- Engage with programme leaders in War Child to improve the sharing of resources; manage, implement and continually improve systems and processes that monitor, support and add value to the programmes
- Ensure that appropriate accountability mechanisms are in place
- Identify and pursue major grant opportunities in conjunction with relevant stakeholders
- Ensure Staff Safety and Security and global adherence to our Staff Safety and Security framework.
- Chair Crisis Management Team

2. **Risk management**
   - Monitor financial health of country and global programmes and funding pipeline throughout the year
   - Detect (potential) problems and risks in work processes. Ensure that problems are solved and risks avoided.
   - Implement risk management strategies that respond to current or anticipated risks in program operations.

3. **People Management**
   - Help foster a dynamic organisational culture and strong team cohesion amongst all War Child staff
   - Create an open, transparent and stimulating work environment.
   - Actively promote, encourage and invest in learning and development of staff members
   - Promote a culture of mutual respect between all staff, partners, volunteers, interns, daily workers and programme participants.
   - Provide safe room for failure in the context of learning and development on the job.
   - Practice a participatory and inclusive leadership style. This includes actively engaging staff to participate in decision making
   - Is transparent, fair, non-discriminatory as well as compliant with national employment law in the daily management of staff.
   - Provide direct support, regular supervision and annual review of work performance for staff under direct report
   - Ensure regular opportunities for two-way feedback
   - Ensure that human resource policies and practices are followed and that relevant Codes of Conduct are adhered to.

4. **Reputation and key relationships**
   - Promote War Child as a child-centred networked expert organization
   - Develop and strengthen a network of international partners to deliver on the strategy
   - Broker agreements with global strategic partners.
   - Maintain an active network for mutual benefits of the organisation and other stakeholders
   - Use network to contribute towards the acquisition of institutional funds and/or programmatic partnerships
   - Sustain effective relationships with other War Child members and coordinate their support to War Child's programmes

5. **Reporting and compliance**

- Be accountable to the MD in regard to all aspects of the role
- Report on programme activities to the Board as required, including written reports and attendance at Board meetings
- As a member of the (International) Management Team participate in developing integration of activities with other departments and contribute to the overall strategy, administration and management of the organisation
- Building on leadership for the organisation and leading by example.

Core competencies
- Teamwork
- Communication (written and oral)
- Accountability and integrity
- Adaptability and flexibility
- Building strategic alliances and partnerships
- Mobilising resources
- Ensuring operational effectiveness and accountability for results
- Evaluating and improving the impact of War Child's activities
- Managing information and workflow.
- Diplomatic skills (empathy, representation, negotiation)

Experience and qualifications
- University degree or equivalent relevant experience in general (NGO) management, development studies or related fields.
- Demonstrated commitment to children's rights and experience in child-centred development programs
- Substantial (senior) management (or executive level) experience in staff management and leadership with 7+ years of field management experience in a humanitarian context
- Current, in-depth knowledge of international development issues, trends and practices
- Demonstrated experience in grants application and management
- Experience in negotiating with government, multi-lateral and non-government agencies
- Fluent in English and preferably also some of the other War Child country languages (Dutch, French, Spanish and/or Arabic)
- Good social and communication skills, able to deal effectively in a variety of cultural and political contexts.
- Strong strategic and analytical skills for effective policy development and risk management.
- Flexibility and the ability to lead change.

Core Values
- Impact
- Creativity
- Inspiration
- Integrity

Competencies
- Strategy (4)
- Leadership (4)
- Analytical capacity level 4
- Result orientation level 4
- Entrepreneurial level 3
- People Management level 4