

# Country Program Manager, WV Ecuador

Location: [Central/South America] [Ecuador]

Town/City: Quito

Category: Exceptions

Job Type: Fixed term, Full-time

## PURPOSE OF POSITION:

The Purpose of the Country Responsible position is to lead a National Office with a focus on ensuring national relevance and impact by implementation of programming, advocacy and sustainability and also ensuring organizational alignment to global strategy and regional priorities.

This role is responsible of leading and strengthening the team specially its leadership, for appropriate and timely decision making and risk & opportunities identification and management.

## KEY RESPONSIBILITIES:

***Ensure that WV's ministry is resulting in a relevant National Impact in the sustainable well-being of children, especially the Most Vulnerable, oriented by World Vision Mission, Vision and core values, contributing to Our Promise:***

- Lead the National Strategy so that it be executed based on times established for the compliance of the Our Promise,
- Lead the design and implementation of Impact-Influence-Sustainability models in Development, Advocacy, HEA & Public Engagement, for the fulfilment Child Well-being & Protection objectives.
- Lead the development and implementation of new and innovative program models to leverage Impact\, Sustainability and Influence.
- Lead the Advocacy strategy towards the protection of children and the promotion of their rights.
- Leading the response in emergency situations for the raising financial resources the proper management of it.
- Lead accountability and ministry quality assurance.

***Ensure and strengthen external and internal collaborative partnerships for the promotion of advocacy agenda, resources***

***acquisition, supporting national programs and media relations by:***

- Establishing and maintaining collaborative partnerships with national authorities, donors, partners, non- governmental organizations, FBO's, churches and all relevant partner.
- Supporting Senior Leadership in Establishment and nurture of Collaborative partnerships with Others FO's. WV Partnership Offices and Entitles, governance boards, according legal status/governance applied.

***Lead and ensure National Resource Development for self-sustainability:***

- Ensure the implementation of the National Office Sustainability Plan aligned to new operations models.
- Lead the definition of the vision for grant acquisition and management performance.
- Lead the strengthening of organizational Leadership and Culture based on organizational identity and partnership strategy by:
- Ensuring people issues are front and centre, promoting an office that embraces diversity, interfaith collaboration, gender balance and engagement with all staff.
- Observing World Vision core documents (Vision, Mission, Statement of Faith, Core Values and Covenant of Partnership) and WV X's statutes and policies; and demonstrate a quality of spiritual life that is an example to others.
- Model behaviors aligned to organizational Christian values and priorities.

***Ensure effective ministry by the implementation of program quality standards, correct internal administration processes and fundamental risk management controls and appropriate addressed:***

- Compliance in all organizational policies, standards and protocols.
- Compliance to the country government standards and laws in all internal processes.
- Ensure all range of programs implementation through Manage, Advise and guide the direct supervisors/managers to fulfill results in compliance with: Children best interest, high standard accountability, and donors promise.
- Monitor the achievement of objectives and goals proposed, designing and executing improvement plans for taking action in any deviation that require it.
- Implement recommendations and observations of audits.

***Leading and Managing WV Ecuador team in a way that facilitates a high performance culture, open trustworthy***

***relationships and integrity:***

- Establish and ensure a collaborative working environment across areas and teams.
- Lead and prepare others for taking decisions and lead organizational processes in order to ensure and promote organizational agility.
- Build sustainability through the growth and development of staff and leadership capability and effective organizational succession planning for all leadership roles including the National Director and Senior Leadership Team.
- Inspire, motivate, accompany and develop the Senior Leadership Team.

**KNOWLEDGE, SKILLS & ABILITIES:**

***Required:***

- At least 5 years senior management experience, including sound and proven experience in programming and business or/and fund raising with ambitious targets. Experience in working with children and children's programs is highly desirable.
- Experience working with external partners in a local and sub regional context.
- Master's degree in Management, Social Sciences or equivalent.
- English and Spanish are a must.

***Preferred:***

- A qualification in business management, social sciences or equivalent.
- 5 years' experience as a senior manager.
- Experience in working with children and children's programs is highly desirable.
- Experience working with boards.
- Experience with Humanitarian industry and World Vision will be preferred.
- Experience in combining slow and fast onset programs. Ability to juggle emergency response with long-term transformational development.

- Achieving quality results and service, practicing accountability and integrity, and communicating information effectively.
- Thinking clearly, deeply and broadly, understanding the humanitarian industry, understanding World Vision's mission and operations, and practicing innovation and change.
- Building collaborative relationships, practicing gender and cultural diversity, and influencing individuals and groups.
- Supporting World Vision's Christian identity and commitments, learning for growth and development, and maintaining work/life balance and effectiveness.

***Work Environment:***

- The position requires ability and willingness to travel domestically and internationally up to 30% of the time.