

Country Program Director

Location: [Europe & the Middle East] [Armenia]

Town/City: Yerevan

Category: Field Operations

Country Program Director

“World Vision International”, Armenian branch

World Vision is a Christian humanitarian and development organization working to create lasting change in the lives. Established in 1950, World Vision operates in nearly 100 countries worldwide. It is a Christian relief, development and advocacy organization dedicated to working with children, families and communities, to overcome poverty and injustice. We pursue life in all its fullness for every child and serve all people regardless of religion, race, ethnicity or gender.

WV Armenia operates mainly through its 10-15 years long-term Area Programs (AP) that are predominantly funded through child sponsorship. APs are focused on promoting child well-being through community participation and ownership.

LOCATION

Yerevan, Armenia

DURATION

Open-ended

PURPOSE OF THE POSITION

- Provide overall strategic and operational leadership for World Vision Armenia (WVA) Branch and Foundation,
- Model a high standard of personal Christian leadership; provide leadership to WVA Senior Leadership Team (SLT) and staff, ensuring full alignment with the World Vision International (WVI) Global Partnership Strategy Our Promise, WVI's policies and standards for the WVA parallel local organization, while meeting desired goals and objectives,
- Provide leadership that enables maximising WV's impact for Child well-being, minimising WV's risk and fulfilment of the WVA Transition Plan to become self-funded,
- Ensure WVA is appropriately structured, financially viable and appropriately resourced and compliant with WV policies,
- Represent WV to all donors, project partners, other WV Partnership offices and divisions, local Government, Church representatives and non-governmental organizations serving according to given Power of Attorney,
- Lead and participate in WVA Advisory Council and Foundation Board.

MAJOR RESPONSIBILITIES

Leadership and Management of WV Armenia Branch and Foundation

- To Promote WV's Vision, Mission, Core Values and key Partnership Standards &

Practices among the staff and partners and ensure these are the core foundation of the office strategies and work,

- To provide a focused vision for the whole organization, motivating all staff to work together towards shared goals,
- To select, coach, develop and manage a strong WVA SLT, building a culture of empowerment, high performance, open transparency and mutual support. Ensure capable staff are available to implement WVA strategy and operational plans,
- Promote and participate in leadership development initiatives while promoting at the same time a culture of learning & development, employee engagement and good stewardship of human capital in the office,
- Respect, value and promote gender, age, religious and ethnic diversity; (ensure implementation of WVI Gender Equality and Social Inclusion Management policy and practices),
- Exercise stewardship of resources and prove to be trustworthy. Manage the human, financial, capital, and technical resources of WVA with prudence, diligence and discernment. Inspire and maintain high standards of work and clear accountability to stakeholders.

Ministry Performance (Standards and Accountability)

- Ensure high programme quality and impact by developing and implementing programs which meet World Vision's highest quality and standards,
- Work with WVA SLT to jointly identify the key areas for future programmes and

projects, for which targeted communities are in need,

- Ensure that all programs are implemented, monitored and evaluated to measure impact and in accordance with donors, Support Offices (SOs), Region and other stakeholders' frameworks,
- Ensure that proper feedback and complaint mechanisms for beneficiaries, communities, other stakeholders and World Vision staff are in place,
- Ensure measurable improvement in the well-being of children is achieved as evidenced by achieving targeted improvement in the child well-being outcomes,
- Ensure accountability for the implementation of effective ministry to all key stakeholders,
- Develop and implement effective systems for strategic and adaptive management, ensure operational plans are in place and projects are able to make necessary adjustments to plans and budgets during implementation,
- Adhere to WV Child and Adult Safeguarding policy and standards. Perform other relevant tasks assigned by the direct supervisor,
- Develop relationships with Donor Agencies, WV Support Offices, the regional office, and WV Partnership Office colleagues in order to incorporate WV guidelines and initiatives in the developed proposals.

Representation and Networking

- Strengthen awareness of World Vision's program both within and outside of the WV

Partnership,

- Represent World Vision at appropriate national government level, UN/ NGO/ donor meetings, joint agency assessments, and task forces, as required,
- Provide leadership, strategic direction and support to the team for developing and implementing excellent donor experience and acquisition of Ministry funds,
- Ensure that WV is positioned as a leading NGO in promoting the well-being and rights of children within the country context to deserve public and stakeholders' confidence and trust,
- Represent WV at designated non-profit partner organisation Boards.

Transition to Self-Funded office

- Lead the Governance body (Board of Trustees) of the locally registered parallel organization, "World Vision Armenia" Child Protection Foundation (WVA Foundation),
- Lead successful implementation of the WVA Transition Plan,
- WVA fulfils the WVI family likeness to ensure program quality and to manage risk and reputation issues,
- Lead Transition/ Change Management Team in achieving the set transition targets,
- Build WVA team understanding, engagement and ownership in transition processes,
- Establish/ maintain a team structure with the WVA Foundation and the WVA Branch

that safeguards all funding streams and facilitates cross fertilisation.

Financial Management, Financial and Operational Audit Compliance

- Ensure efficient and effective organizational practices that would result in successful financial and operational audit scores,
- Oversee action planning and execution to resolve audit findings in an agreed and timely manner; oversee appropriate reporting of audit results and actions.
- Oversee strong financial compliance through timeliness and completeness of financial reports,
- Oversee strong operational compliance through timeliness and completeness of program/project reports,
- Manage overall financial integrity of the programs to WV Support Offices, Donors, the Government and other stakeholders,
- Provide overall strategic leadership and initiative for identifying and securing financial resources to support the program.

Spiritual Leadership

- Ensure that the office has a high quality Faith and Development approach with mainstreamed country appropriate interventions developed, annually agreed by SLT through the strategic Change Management process,

- Model a high standard of personal Christian leadership, ministry and integrity through lifestyle and work relationships. Exhibit spiritual maturity, integrity and a dynamic personal sense of life calling,
- Participate and Lead spiritual nurture meetings/devotions as scheduled.

REQUIRED QUALIFICATIONS

- University degree or qualification in a relevant subject with a focus on leadership, team management, project management or other relevant skills,
- 10+ years proven Senior Leadership experience with International NGOs in transformational development programming,
- Experience in managing integrated Relief/ Development and Advocacy programs,
- Proven experience with Government grants, and major private donors,
- World Vision experience is preferable,
- Experience and/or clear understanding of National Board development process,
- Exposure to conflict and post-conflict contexts,
- Knowledge of humanitarian sector and donor community,
- Politically astute and well developed diplomatic skills, especially in dealing with government, donors, staff and the WV Partnership,

- Proven negotiation & diplomatic skills, and ability to handle multiple demands from many stakeholders,
- Strong communication skills with ability to express ideas clearly and persuasively with senior internal and external stakeholders,
- Good knowledge of financial management and change management,
- Understanding of development, monitoring & evaluation processes,
- Experience in program assessment, design, implementation, monitoring, evaluation and report writing,
- Excellent Armenian and English communication skills (verbal and written),
- Commitment to World Vision Core Values and Mission Statement,
- Agreement with World Vision's Christian ethos and participation in devotions,
- Being a mature Christian with sound values and principles,
- Ability to exhibit exemplary lifestyle as interpreted in specific local culture context,
- Willingness to travel domestically and internationally as required.