

Integrated Programs Director, WV Niger

Location: [Africa] [Niger]

Town/City: Niamey

Category: Field Operations

Job Type: Fixed term, Full-time

***Please submit your CV in English.**

PURPOSE OF THE POSITION:

The Integrated Programs Director (IPD) is responsible for providing overall strategic leadership, oversight and management support to programs staff for all aspects of Field Operations including Sponsorship and grant funded projects in the National Office. The position holder will provide leadership in operationalizing strategic priorities into programming in order to contribute to Child Well-Being Outcomes and Sustainable development objectives. The Integrated programs director will ensure that programs are managed efficiently for greater impact and excellence.

The position will facilitate effective integration of various lines of ministry and funding streams to achieve program effectiveness. Integration and mainstreaming of Faith and Development, Gender, Disability and climate change adaptation, social cohesion and Peace will be a considered priority of the Integrated Programs Director. The position will ensure that programs meet community and donor accountability requirements in line with World Vision's policies and standards and provide leadership in external engagement with active donors and partners and prospective investors, faith leaders, the private sector, senior government officials and other NGOs in relevant programming and operational matters. The IPD will ensure that WV Niger is equipped and prepared to respond to disasters and humanitarian crisis.

KEY RESPONSIBILITIES:

Leadership, Capacity Development and Strategic Partnering:

- Provide overall strategic leadership to the IP team in order to achieve the organization PROMISE.
- Provide purpose and direction and communicates the vision and goals in a clear and compelling way.
- Empower a new generation of program leaders and technical specialists within WV Niger.

- Develop and communicate National Office systems, guidelines, and strategic initiatives.
- Ensure programs achieve Child Well-Being Outcomes in line with the organization's Ministry Framework.
- Provide leadership for the effective oversight of disaster management and HEA functions, based on Partnership protocols and standards, including the development and implementation of a National office disaster preparedness plan as well as support to the response.
- Facilitate Program Capability Review and the implementation of the operational aspects of the Organizational Capacity Plan (OCP).
- Ensure programs achieve Child Well-Being Outcomes in line with the organization's Ministry Framework and Development Approach, and NO's strategic priorities and program designs.
- Provide oversight to operational risk management, including ensuring the implementation and maintenance of core security requirements.

Ensure Operational Effectiveness and Grants Management:

- Provide strategic and operational oversight of the programmes' portfolio, ensuring mechanisms and tools are in place for effective/accountable implementation of projects (end on time, on target, and within budget).
- Ensure programmes have the necessary resources and competencies to live out WV's Christian faith with boldness and humility through programme choices and through clear, appropriate communication with external stakeholders.
- Develop a culture of excellence with regards to the planning and implementation of projects, including periodic and targeted reviews of challenging projects to ensure completion and optimum expenditure rates.
- Spearhead coordination between departments to promote information sharing, joint planning, and problem solving, especially amongst DM, M&E, and Technical Advisors within fragile contexts to support operational effectiveness.
- Must possess thorough understanding of and appreciation for M&E/QA, DM, and Programme Development.
- Provide leadership for effective programming in interfaith contexts.
- Ensure annual Integrated Programs (IP) budgets for programs are developed, expenditures monitored and corrective actions taken for timely implementation of impactful programs benefiting children.
- Ensure effective support mechanisms are in place to facilitate the strategic initiatives of the organisation: food security and livelihoods, health and nutrition, WASH, child protection and participation, education, emergency assistance and Area Rehabilitative Programming.

- Ensure effective support mechanisms are in place to enable programmes to identify, include, and benefit the most vulnerable children (MVCs), and report their impact on MVCs.
- Foster a culture of trust and mutual respect with the aim of empowering staff to take on more responsibility.

Ensure appropriate Grants Management:

- Provide leadership on strengthening management of grant funded projects. Monitor the entire grant management process and ensure proper compliance to donor requirements and regulations, including the sub-grant partners.
- Manage donor concerns (government/private donors and support offices) ensuring proper resolutions for both parties have been reached.
- Provide support including prepositioning of World Vision with in-country donor representatives, responding to appropriate requests for applications for bilateral and multilateral sources in coordination with relevant SOs and management of grant funded programs.
- Provide leadership and support for new Program development, improvement in Program quality and Program transition in line with business plan.
- Ensure the proper integration of Faith & Development, Advocacy, HEA, sectorial program and cross cutting themes (e.g.,
- Child Protection, Environmental & Climate Change, and Gender) in programming across all funding types.

Foster Operational and Programmatic Planning and Implementation:

- Ensure that Integrated Programs are managed and executed well as per plans within time and budgets, meeting donor and community accountability.
- Spearhead portfolio growth, developing strategic relationships, operationalising growth opportunities, and developing proposals.
- Develop mechanisms to ensure integrated programming and proposal development.
- Champion integration, ensuring strategic priorities support National Office strategy.
- Develop and implement effective systems for strategic and adaptive management, ensuring operational plans are in place and programmes are able to make necessary adjustments to plans and budgets during implementation, in the interest of continuous improvement.

- Ensure programme plans include clear strategies to strengthen the sustainability of outcomes and ensure progress towards sustainability is measured and reported in all programmes.
- Champion key humanitarian standards and sector standards in the National Office and at the field level.
- With PDQA, provide leadership in strategy formulation, and align National Office Strategy to local context and local development realities.
- Cultivate an atmosphere of trust for the creation and delivery of high quality, effective, and accountable programming.

Foster Internal and External Engagement:

- Champion WV engagement in government and with donors, promoting WV leadership when possible.
- Promote information-sharing mechanism and internal stakeholder engagement to encourage cross-functional coordination amongst all functions and field operations and actively address issues that affect project success.
- Proactively ensure there is a system in place to coordinate amongst Support Services, Ministry Quality, P&C, and the Programme Design Unit to address field-based team needs and to sustain growth in various field locations.
- Develop strategic networks enabling World Vision to leverage a collective voice in favour of children and families, communities, and partners.
- Ensure representation of WV's strategic pillars with government and partners.
- Foster a spirit of engagement with other agencies to promote better coordination, joint action, and partnership.

Ensure Systems are in Place to Promote Audit Compliance and Good Stewardship:

- Ensure all organisational policies, procedures, and compliance regulations are in place, understood, and followed.
- Ensure awareness of donor and Support Office requirements, including the timely preparation and submission of quality narrative and financial reports.
- Work closely with the Finance Director and support programme teams to develop, manage, and monitor project budgets, ensuring value for money and that project expenditure is within agreed budgets.
- Champion the implementation of audit recommendations.
- Spearhead risk planning and ensure control measures are in place and in use.

- Lead the identification and resolution of challenges which impact audit compliance and/or contribute to risk.
- Cultivate an atmosphere of good stewardship, accountable ministry, and diligent compliance with internal and donor-imposed processes.

People Management and Capacity Building:

- Model a high standard of personal Christian leadership, ministry and integrity through lifestyle and work relationships.
- Must promote high team morale, especially within highly stressful fragile contexts and environments.
- Ensure quality staff are attracted, retained, and developed to effectively work within a fragile context.
- Ensure there are clear and deliberate retention plans specific to individual staff members and succession plans in place.
- Effectively line manage and coach the Operations Managers, ensuring a shared vision, teamwork, effective communication, and active engagement in decision making and management approaches, as well as ensuring staff care measures are in place and followed.
- Promote people management systems.
- Champion performance management mechanisms, ensuring full participation and quality results to promote staff engagement and a culture of excellence.
- Cultivate an atmosphere of staff empowerment and motivation leading to active participation in programme initiatives, lead by example, and actively engage with all staff.

Ensure Safe and Secure Working Environment:

- Ensure security and risk mitigation measures are in place and in use.
- Ensure adherence to Core Security Requirements.
- Ensure that staff have the necessary tools to complete the tasks as assigned to them, including, but not limited to, communications tools such as telephones, radios, and internet access.
- Ensure that staff housing is safe and fulfils required guidelines, transport is safe and reliable, and that safeguarding / community accountability mechanisms are in place and in use.
- Lead the timely implementation of security recommendations.

- Promote a culture of security awareness and risk reduction amongst staff.

Others:

- Carry out additional responsibilities as assigned by the Programme Director.
- Ensure the spiritual well-being of Christian staff members.
- Foster a framework for the development and practice of interfaith initiatives amongst staff.

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KNOWLEDGE, SKILLS AND ABILITIES:

- The position holder should have a Master's degree in International Development, Program Management, Business, Administration, Public Health, Economics, Rural Development or related field.
- Minimum of 8 years' experience with a thorough understanding of all areas of project management cycles in a complex, international development organization especially in development and Relief Projects. 5 years should have been at a managerial level.
- Proven ability to manage a large and diverse programme portfolio with multiple donors.
- Familiarity with EU, USG (USAID/BHA BPRM, USDA), FCDO, GAC, AusAID grant compliance and procedures.
- Capacity to provide solid leadership within fragile and complex contexts.
- Ability to be agile and possesses strong decision-making skills.
- Possesses strong problem-solving skills and is a proactive problem solver who is able to unravel and solve multiple complex challenges in an agile and efficient manner.
- Must possess knowledge of humanitarian industry, including Sphere standards, HAP, NGO Code of Conduct, and Humanitarian Charter.
- Must possess experience in staff security, safety management, and staff care within a complex, insecure, and fragile environment.
- Must have experience in programme design, monitoring, and evaluation in complex contexts.

- Proven financial, logistical, and procurement management skills.
- Strong ability to work with various partners, local authorities, local organisations, and NGOs to develop and maintain positive external relationships.
- High emotional intelligence and rooted in Christian values.
- Very strong organizational, management and negotiation skills.
- Demonstrates well-developed interpersonal skills.
- Must possess sound people management skills and effective cross-cultural / pluralistic context capabilities.
- Excellent communication skills, both verbal and written, with computer proficiency.
- Must adhere to pre-determined security standards.
- Ensures gender perspective in the scope of work.

Work Environment/Travel:

- The position requires ability and willingness to travel domestically and internationally.