

Senior Regional Director - Latin America & Caribbean Region

Location: [Central/South America] [Costa Rica]

Town/City: San José

Category: Field Operations

Job Type: Fixed term, Full-time

***Preferred position location: Costa Rica (home-based). Other locations to be determined by home country of successful candidate in the Latin America & Caribbean Region where WVI is registered to operate.**

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

BACKGROUND:

Latin America & Caribbean Regional Office of World Vision International represents WVI in the region and provides oversight to the National Offices covering Fifteen (15) countries where World Vision is implementing programs in the area of advocacy, holistic development and emergency preparedness and response.

Amongst National Offices, four are governed by local boards with joint reporting to the Regional Leader, while two others are in an intermediate stage, seven are branch offices of WVI, one is a programmer office with full reporting to the region and one is an emergency response Cat II reporting to RL.

Since FY 2020 LACRO is in the process of a regional redesign, which will include the implementation of collaborative models in Clusters of Countries and through Thematic Regional initiatives. FY 22 and Fy23 will be key in the success of the regional redesign, the Regional Leader recognizes the importance of working closely with the field Office in implementing the change in a Cluster and Local by engaging all leadership levels, proposing solutions and prototypes and strengthening a culture focused in impact and results.

The Senior Regional Director, will work with Clusters, and Local Leaders, Boards / Advisory Councils and leadership teams with a primary focus on supporting, guiding, leading and executing Our Promise 2030 and the Regional Redesign to achieve the mission of World Vision in their respective countries.

PURPOSE OF POSITION:

The purpose of this position is to work together with the Regional Leader (RL) to implement the regional re design by providing strategic oversight and leadership to the Clusters and NOs assigned in FY 22 and FY 23 and by leading specific change management projects in the region.

The holder of the position will act on behalf of the RL providing leadership to National Directors and ensure effective management of ministry in alignment with WV's Vision, Mission, Core Values and global strategic directions, involving board and partnership engagement while at the same time managing the performance and effectiveness of Cluster and National Directors included in their respective countries of operations.

This position will lead the following Cluster and Field Offices:

- Caribbean Cluster including Haiti and Dominican Republic National Offices
- Andean Cluster including Ecuador, Perú and Bolivia National Offices
- This position will oversee the monitoring of the implementation of thematic initiatives

KEY RESPONSIBILITIES:***Strategic Management & Alignment Support:***

- On behalf of the regional leader provide strategic leadership to effectively deliver the whole mission through National Offices and regional initiatives, in alignment with WV Vision, Goals, Mission, Core Values, global strategy and priorities.
- On behalf of the regional leader lead and ensure the changes in Cluster and National Offices (NOs) level needed to consolidate the regional redesign. This includes and is not limited to: working models, structure, projects, regional initiatives and Cluster initiatives.
- Strengthen the regional unity (LAC as one body) by fostering synergies and cross-country engagement and alignment and contribute - where appropriate - towards multi-country activities.
- Be accountable for executive leadership in CHE II (Levels 2) responses, in liaison with the RL and regional HEA management for their respective NOs.
- Develop and build linkages with other organizations that facilitate the effective delivery of ministry.

Accountability & Stewardship:

- Ensure alignment of National Office strategies to WVI's global strategy, Our Promise, Regional Redesign and propose their approval to the RL.
- Ensure effective operations, ministry delivery and alignment of National Offices.
- Recommend to the RL approval of changes in country structures and in composition of Senior Leadership Team members.
- Monitor strategy implementation for relevant offices to maximize quality of ministry.
- Monitor alignment of Partnership policies and standards for relevant offices.
- Be accountable for the implementation of Peer Review and Audit processes and recommendations for relevant offices.
- Recommend to the RL approval of country operating plans, budgets and major capital expenditures.
- Ensure planning processes enable National Offices to use available resources in the best way to carry out agreed upon country strategies.
- Contribute to the regional learning agenda promoting the implementation of Learning Centers, Communities of Practices and working with NO on Innovation initiatives.

Leadership Development and Performance Management:

- Manage performance of National Directors by regularly assessing, challenging and supporting them (by distance and through periodic on-site travel) in line with WV leadership development strategy and in close coordination with the RL.
- Mentor, develop and guide National Directors and Cluster Directors in the areas of strategy, governance, policy and protection of the WV brand and reputation.
- Create enabling environment through supervision, coaching, mentoring, and on-site observation of outcomes to ensure effectiveness of ND.
- Ensure succession planning for National Directors, their SMT members and own position, by identifying women and men with demonstrated potential for future LACRO and partnership leadership and support their development.
- Together with National Directors and the regional P&C, develop and guide the SMT members and participants of the regional leadership development program and talent pool.

- Participate in recruitment, orientation, development and transition of NDs and NO-SMT members.

Organizational Culture = “the Will to make it so”:

- Provide spiritual leadership, promote the Christian ethos of World Vision in the region, and strengthen the spiritual development of all staff.
- Set an example in strong personal Christian faith integrated in work and encourage Christian growth among staff within the region.
- Ensure WV’s Christian ethos and values are properly contextualized in National Offices within the region.
- Ensure the highest achievement of ethical, moral and behavioral standards in alignment with WV Christian ethos, code of conduct and behavior protocol.
- Support through prayer the life, work and relationships of the regional senior leadership team and National Directors.
- Role model servant leadership by personal example.
- Encourage a positive and open style of leadership that enhances teamwork and develops an effective performance management culture.
- Support organizational change and improvement at strategic operational level.
- Ensure the application of partnership conflict resolution processes to identify and resolve conflicts between various entities at the lowest possible level.

Board Engagement:

- Together with the regional Governance Advisor support Boards and National Directors in the appropriate selection of members of Friends of WV, General Assemblies, Boards and Advisory Councils for approval of the RL according to Partnership standards and guidelines.
- Together with the regional Governance Advisor support Boards and National Directors in the development / strengthening of well-functioning General Assemblies, Boards and Advisory Councils.
- On behalf of the RL engage with board chairs and NDs to ensure accountability of National Offices.
- Review board and general assembly documents and receive reports.

- Represent the WVI President / the Regional Leader on National Boards, Advisory Councils, and General Assemblies.

Carry out other tasks and duties as may be assigned from time-to-time by the Regional Leader.

KNOWLEDGE, SKILLS & ABILITIES:

- Degree in business (MBA), leadership, organizational design or affine careers to lead strategic and operative operations.
- Experience in regional leadership position with direct supervision of country operations.
- Experience leading complex changes.
- Experience in leading teams across cultures.
- At least 10 years' experience in senior leadership positions.
- Fluency in English and Spanish required.

Preferred:

- Demonstrating experience of living and working in fragile context (economic, social, weather, security, etc.)
- 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.
- Understanding of the socio-cultural religious context is a must as well as hostile environment security awareness.
- 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 identify and commitments, learning for growth and development, and maintaining

work/life balance and effectiveness.

- Certifications in new business model, conflict resolution, crisis leadership, change management or others similar.

Work Environment/Travel:

- The position requires ability and willingness to travel domestically and internationally up to 25% of the time.