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| **TITLE:** Director for regional and multi-country programme unit (East Africa) | |
| **TEAM/ PROGRAMME**: Regional/ multi-country Programme unit–East Africa Region | **LOCATION**: East AfricaRegional Office- Nairobi, Kenya |
| **GRADE**: TBC | **CONTRACT LENGTH**: 2 years |
| **CHILD SAFEGUARDING:** Level 3:  the role holder will have contact with children and/or young people *either* frequently (e.g. once a week or more) or intensively (e.g. four days in one month or more or overnight) because they work in country programs; or are visiting country programs; ore because they are responsible for implementing the police checking/vetting process staff. | |
| **ROLE PURPOSE**:  The Regional and multi-country Programme (RMPU) is a specialized programme unit achieving results at scale by working at regional level with Pan African and East African bodies such the African Union (AU), African Committee of Experts on the Rights and Welfare of the Child (ACERWC), East African Standby Force (EASF), East African Community (EAC) and Intergovernmental Authority on Development (IGAD). The RMPU is mandated to work primarily with and through partnerships. In all multi-country programming, the RMPU works in close agreement with Country Programmes to ensure synergies in efforts.  The Regional and Multi-country Programme Unit Director is responsible for implementing and strategically developing the RMP; both in terms of the existing programme expertise of child protection (CP) and child rights governance (CRG), but also in new sectors such as disaster risk reduction (DRR), education, health and nutrition, and hunger and livelihoods. The current financial portfolio of 4 million USD annually incorporates full spectrum programme considerations.  The RMPU’s work should at all times speak to policy influencing through partnerships and lobbying with mentioned regional bodies. | |
| **SCOPE OF ROLE**:  **Reports to:** Deputy Regional Director for East Africa  **Dimensions**: The regional programme aims to strengthen the rights based approach, partner with civil society organisations (CSOs) and advocate and collaborate with regional bodies such as the AU, ACERWC, EAC, EASF and African Commission on Human and People’s Rights (ACHPRs) to ensure that child rights are realised and children are protected from abuse, neglect and exploitation. Although this is an East African role, the span of programmes includes Eastern, West, Southern and North Africa.  **Staff directly reporting to this post**: 4 | |
| **KEY AREAS OF ACCOUNTABILTIY**:  **Strategic Planning**:   * Provide strategic direction to the East Africa (EA) Regional and multi country programme (RMP) and unit team * Take a lead role in development of RMP strategy as it reflects the Save the Children global and African priorities * Overall responsibility for growing the RMP portfolio through the development of strategic and regional proposals Provide strategic vision in linking with regional bodies such as the AU, ACERWC, EASF, EAC and IGAD * Identify new strategic partnerships with other regional bodies for instance (Common Market for Eastern and Southern Africa (COMESA) and African Development Bank (AfDB)   **Program Development and Implementation**:   * Ensure RMP integration within existing programs in CRG and CP and expanding to new sectors such as DRR, education, health and nutrition, hunger and livelihoods * Provide very strong managerial oversight for the implementation of programs that are primarily implemented by partners and enhance organization capacity development of RP partners * Develop a strong linkage with Save the Children members to ensure that adequate resources are secured for programme activities from both grants and private funds which contribute to the overall strategy of the RP and that member’s priorities are effectively implemented within programme frame. * Utilize a rights based approach for all program development and implementation * Steer the RP to have a first class full spectrum programme both in development and humanitarian contexts in line with the Global Strategy * Initiate and participate in high level meetings with regional bodies e.g. the AU, EAC, EASF, ACERWC as well develop new relationships with IGAD, AfDB and COMESA amongst others * Overall responsible for strong interaction with all Country Directors and technical advisors to ensure that country programmes are sufficiently involved and in agreement in terms of programme development and implementation as it relates their relevant countries. * Manage the RP budget with necessary control oversight   **Monitoring, Reporting Evaluation and Learning (MEAL)**   * Ensures that the RP meets the Programme Essential Standards and has a robust MEAL system to measure achievement and progress toward programme goals and results * Leads on ensuring that all annual financial and narrative plans and reports are of high quality and submitted to Save the Children members and donors on time * Develop an overall RP MEAL strategy in line with the RMP strategic plan * Ensures that all partner sub-award agreements and annexes are in line with Save the Children standards with quarterly partner M&E visits on both financial and programme areas * Ensures the execution of high quality and timely baselines, periodic and final evaluations as well as audits   **Advocacy and Policy influencing**   * Develop an advocacy strategy for the RMPU with an emphasis on influencing regional bodies such as the AU, EAC, EASF, ACERWC amongst others * Identify key opportunities and events for the RMPU to position itself as the leading organization on child rights * Be the spokesperson for the RMPU at high level events with regional bodies and partners   **Staff Management and Development**   * Lead in staff management of the RMPU and recruit new staff, manage and motivate the RMPU team. * Role-model servant leadership as it speaks to network relationships with members, country offices, partners and stakeholders. * Incorporate RMPU staff development strategies and performance management systems into team building processes * Proactively seek the involvement of Member technical assistance and ensure excellent coordination and cooperation with TAs | |
| **SKILLS AND BEHAVIOURS (our values in practice)**  **Accountability:**   * Is self-accountable for making decisions, managing resources efficiently, achieving results together with children and role modelling Save the Children values * Holds the team and partners accountable to deliver on their responsibilities – giving them the freedom to deliver in the best way they see fit, providing the necessary development to improve performance and applying appropriate consequences when results are not achieved * Creates a managerial environment in-country to lead, enable and maintain our culture of child safeguarding   **Ambition:**   * Sets ambitious and challenging goals for self and team, takes responsibility for own personal development and encourages team to do the same * Widely shares personal vision for Save the Children, engages and motivates others * Future oriented, thinks strategically and on a global scale   **Collaboration:**   * Builds and maintains effective relationships, with own team, colleagues, members, donors and partners * Values diversity, sees it as a source of competitive strength * Approachable, good listener, easy to talk to   **Creativity:**   * Develops and encourages new and innovative solutions * Willing to take disciplined risks   **Integrity:**   * Honest, encourages openness and transparency * Always acts in the best interests of children | |
| **QUALIFICATIONS AND EXPERIENCE-**   * Masters’ degree in Human Rights, Public Administration or a related filed with 10 years working experience in Senior Management * Experience directing and implementing programmes for children in more than one of Save the Children thematic areas (e.g. education, health and nutrition, CP, CRG and DRR) * Experience in network management. * Experience as member or leader of senior management team * Substantial international and relationship management and relationship management experience leading to achieving results at scale * Extensive MEAL experience in project/program monitoring and evaluation * Highly developed interpersonal and communication skills including influencing, negotiation, diplomacy and coaching * Knowledge of and experience in regional bodies such as the AU, EAC, EASF and IGAD * Experience in developing and implementing organizational vision and strategies * Culturally sensitive, with highly developed interpersonal and communication skills including influencing, negotiation and coaching * Experience of building personal networks at senior levels with an emphasis on regional bodies * Experience of solving complex issues through analysis, definition of a clear way forward and ensuring buy in * Commitment to Save the Children values | |
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