

National Director, WV Mozambique

Location: [Africa] [Mozambique]

Town/City: Maputo City

Category: Field Operations

BACKGROUND:

Mozambique is a country in the Southeast of Africa with a coast on the Indian Ocean. It is bordered by Tanzania to the north, Malawi and Zambia to the northwest, Zimbabwe to the west, and Swaziland and South Africa to the southwest.

Since 1992 - end of civil war, Mozambique has been recovering steadily from the social, physical, economic and psychological damages of the civil war. Between 1996 and 2009 Mozambique was rated the fastest growing non-oil economy in sub-Saharan Africa showing an average growth of almost 8 per cent per year, according to the World Bank. However, Mozambique has not as yet, been able to translate the economic growth into palpable change at grassroots level, where poverty levels remain high. 70% of the population is living in multidimensional poverty and Mozambique is still among the worlds poorest countries with an HDI of 0.393 and ranks 178 out of 187 countries (UNDP, 2014). The countrys current population is 28 million and more than half - 54 % - still live below the poverty line (UNICEF, 2014).

WV-Mozambique (WVMoz) seeks to make a significant and measurable contribution to the wellbeing of 3.7 million girls and boys from 0 to18 by 2020. WVMoz is transitioning from an ADP approach to a District level approach since 2016 in 4 provinces Gaza, Zambzia, Tete and Nampula. The programmes Funding Model is mixed: Government: 20%, Multilaterals: 18%, PNSF: 15%, Sponsorship: 46%, Local Fundraising: 1%.

PURPOSE OF POSITION:

To lead, direct, develop and manage the implementation of all aspects of World Vision's ministry while realizing the organizational Vision, Mission and Core values. In this regard, to:

- Ensure that WVs holistic ministry is child focused and is of the highest standard of quality, accountability, and cost effectiveness according to the relevant policies, protocols and standards of World Vision International.

Effectively represent World Vision to all donors, project partners, other international World Vision offices, foreign and local government representatives, churches and other non-governmental organizations.

KEY RESPONSIBILITIES:

Leadership Effectiveness:

Governance:

- Develop the Mozambique Advisory Council.
- Ensure high quality materials are developed that enable the AC to effectively provide guidance and support.

Leadership Development:

- Build a strong Senior Leadership Team, providing strategic guidance and building management capacity, synergy and depth of leadership within WV through regular and ad hoc meetings (group and one on one).
- Facilitate the development of effective teams at a Program and National level. In so doing, provide an environment where different teams can share experiences and best practices in a way that enhances the quality of ministry in WV.

Relationships:

- Ensure that productive and effective relationships are maintained with the WV Regional Office, Partnership Office and Support Office entities.

Staff Capacity and Performance:

- Champion the professional and personal development of all staff to ensure that the Vision and Mission of World Vision is implemented.
- Oversee the development and implementation of a succession plan that ensure the active recruitment and capacity building of qualified candidates with senior management potential.
- Ensure the continued implementation of WVs staff capacity building program to equip staff to assume increasing levels of responsibility for effectiveness in WVs program.

Ministry Effectiveness:

External Positioning:

- Position World Vision as a leading NGO with respect to children and known as a key figure in promoting the well-being and rights of children within the country context. In this regard, ensure that World Vision is a respected leader and strong advocate for children within civil society.
- Position WV as the NGO of choice through strategic alliances and partnerships.
- Position WV as advocacy and policy experts for the poor and vulnerable, particularly children.

Mission Advocate and Collaborator:

- Represent World Vision to the communities within which we work with a particular focus on children being key players in the transformation of their lives and the lives of their communities.
- Represent World Vision to the Government, the church, major donor agencies, ministry partners, non-governmental agencies, and media. Build strategic alliances with these stakeholders that increase the impact of WVs ministry on the communities with whom it is involved.
- Ensure strong collaboration with other countries in the Southern Africa and East African Regions to leverage impact for child-wellbeing.

Fund-raising and Development:

- Direct and focus private and public fund integration to maximize results and respond to community needs particularly in relation to children.
- Secure funding for WV with a goal of balancing and integrating the sources and proportions of funding from each of these sources (a multiplicity of Government and multilateral donors). This in order to ensure a sustainable and intergenerational funding base for WV programs while providing the necessary accountability to these same donors.

Self-Managing & Spiritual Formation:

Follower of Jesus Christ:

- Model a high standard of personal Christian leadership, ministry and integrity as an example to staff and to commend World Vision to various stakeholders.
- Through lifestyle, effective work relationships and leadership, provide spiritual leadership to staff reflective of the Kingdom values, WVs Vision and Mission Statements and Core Values.

Nurturing Spiritual Development:

- Ensure staff are developing and forming spiritually.
- Provide leadership in weekly chapel and regular devotional meetings.

Balance and Diversity:

- Ensure gender and ethnic diversity at all levels according to relevant policies and guidelines.

Strategic Thinking and Planning Effectiveness:

- Uphold the World Vision, Vision Statement, Mission Statement, Core Values and key Partnership Standards and Practices as foundational of the planning and implementation.
- Direct the integrated strategic plan and ensure regular intervals of strategic planning (every 3 years) to keep the programme focused and tailored to achieve impact in a rapidly changing country and global context.
- Direct the development of the annual operating plan and budget to ensure that they are in accordance with World Vision Global and Regional strategies and standards.
- Ensure that the entity functions in a complementary, cohesive manner where the principles of interdependence and twin citizenship guide the contribution made to the Partnership and the use of resources drawn from the Partnership.
- Provide leadership to appropriate and expanded programmes among marginalized communities.
- Ensure ongoing national level engagement with interdenominational Church leaders regarding responses to HIV/AIDS, good governance and social programmes.
- Individual performance management.

- Ensuring that there are appropriate accountability and performance management standards to encourage individual growth and increased team effectiveness.

Implementation Effectiveness:

Technical / Sectoral Oversight:

- Lead in the area of Humanitarian Emergency Affairs (HEA), development activities within Area Programmes (APs) and beyond the APs as appropriate, Quality ministry (including effective implementation of LEAP) and Advocacy.
- Lead the internal functions of the organization such as Finance, Human Resources, Administration, and Information Technology while ensuring effective service delivery of each.
- Support the effective functioning of the Internal Audit function and ensure implementation of audit recommendations.
- Ensure the development and maintenance of information architecture that supports the clear and effective communication of information and sharing of strategic ideas.

Accountable Steward of the Organization:

- Ensure that all Regional and Partnership policies are implemented and adhered to through active participation in the various African Forums and Leadership Team meetings.
- Ensure staff security, child protection, risk management and stress and trauma management protocols and procedures are developed and monitored.

Performance Culture:

- Develop a culture of performance and accountability while ensuring a learning and development environment is cultivated.

KNOWLEDGE, SKILLS AND ABILITIES:

- Educational level required: A Bachelors Degree in Social Science, International Development or similar. A Masters Degree in Management, Business or International Development.
- Technical Training qualifications required: Professional technical skill desired: Communication & management skills.
- Experience: 8-10 years of experience in Management & Leadership field with international organizations.
- Others : Language proficiency in English and a working knowledge of Portuguese are essential.
- Technical Training qualifications required: Significant leadership and management experience in handling complex humanitarian emergencies and country/national multi-sectoral projects is required.
- Management Experience: 8-10 years of experience in leadership/management field (3-5 of which should be in an international organization). Management experience of an organization with over 500 national and international staff required.
- Evident vision and passion for the poor (particularly the vulnerability of children subjected to poverty and abuse) with a good understanding of the culture history and social context of Mozambique.

Working Environment/Travel:

- Work environment: Office-based and frequent travel to field and other countries regionally and internationally.
- Travel: 40% Domestic/International travel is required.
- On call: Available at any time.