

NATIONAL DIRECTOR GAMBIA

SOS Children's Villages International is a Global Organisation established in 1949 that works to meet the needs and protect the interests and rights of orphaned and vulnerable children. SOS Children's Villages International works through member associations in over 135 countries worldwide.

SOS Children's Villages Gambia is a non-governmental development organisation that has been active in the field of children's rights and committed to children's need and concerns since 1980. We focus our work on children without parental care and children at risk of losing parental care and their communities. The organisation has a wide range of programmes in Bakoteh and Basse, which include children's villages, kindergartens and schools, a clinic, a training centre and family strengthening programmes

POSITION SUMMARY

The National Director (ND) is under the direct supervision of the Children's Villages International Representative (CVI Rep.) He or she represents SOS Children's Gambia. He or she leads, manages and develops the National team as the chief executive officer. He or she cultivates good working relationships with partners, donors, government, stakeholders and beneficiaries. He or she provide strategic direction and leadership, promote innovation and learning. The National Director ensures financial health and fulfillment of the organization's purpose, goals and values and collaborates collegially with the National team to foster cohesion among staff, the country and regional leadership.

QUALIFICATIONS AND PROFESSIONAL EXPERIENCE (Must Criteria)

- Advance degree in business administration, education, a relevant social science discipline or similar
- Minimum 8 years (preferably 10 years) leadership experience at a senior management/ executive level in a larger or complex organisation, preferentially within the NGO or public sector
- Prior experience in one or more of the following functional areas: human resource management, finance, marketing, social services provision, education management, community development
- Strategic orientation and entrepreneurial attitude: able to think globally, shows high-level analytical & conceptual abilities, able to identify opportunities for growth and develop organisational strategies
- Leadership: able to build effective teams, motivate high performance, and generate commitment to organisational goals
- English language fluency in addition to the national language
- Hands-on computer software skills (Word, Excel, Power Point etc.)
- Readiness to travel nationally and internationally as required

KEY PERFORMANCE AREAS AND MAIN RESPONSABILITIES

Strategic planning:

- Facilitates the strategic planning process under the direction of the Children's Villages International Representative (CVI Rep.) (or guided by the board), involving the national management team and other key staff in identifying priority areas and setting plans and objectives.
- Communicates and monitors plans to ensure their efficient implementation.

Supports NA governance structures:

- Presents plans, reports and proposals at board meetings. Ensures in joint cooperation with the chairperson legality of the national organisation, complying with relevant national legislation. Ensures that board decisions are translated into clear actions.

Brand development:

- Applies the internationally agreed brand development concept in national strategy, planning and implementation.

Builds a solid human foundation:

- Implements an efficient performance management and human resource development system that guarantees the development of all co-workers and the identification of talents.
- Promotes accountability at all levels of the national organisation.
- Leads and manages the association's national management team and builds an effective national office team, providing guidance and support as necessary.

Develops the programmes:

- Ensures that resources are focused on building strong facilities and programmes. Ensures review and evaluation of programmes and facilities to ascertain that agreed plans and policies are implemented and provides capacity building and technical support as needed.
- Facilitates and promotes interaction and exchange of relevant experiences between programmes and facilities.

Finance and Funds Management:

- Ensures planning and budgeting.
- Implements and monitors the internal control system; reviews key figures and financial reports.
- Ensures realisation of annual financial statement and external audit report.

Develops fundraising and public relations programmes:

- Promotes long-term-stability and financial self-sufficiency by pursuing support from government and private sources with the aim of maximising the fundraising potential in the country.
- Supports the development and implementation of well structured and sustainable fundraising plans and strategies, and grant applications. Supports public relations/ marketing activities as necessary and ensures that an appropriate image of the organisation is portrayed.

Builds effective links with government:

- Establishes sound relationships with relevant government authorities, ensures appropriate representation of the organisation's views and seeks government recognition and support for SOS Children's Villages work.
- Ensures a clear understanding of the association's role regarding children, families and community.

Child rights & advocacy:

- Builds partnerships with non-governmental organisations (NGOs) who work for the rights of children without parental care or at risk of losing their parental care.
- Pursues advocacy objectives within NGO child rights forums and in partnership within other NGOs, joining together to bring our mission for children to life. Establishes and maintains contacts with the media to promote the organisation's positions on various children's topics.

COMPETENCIES – KNOWLEDGE, SKILLS, ABILITIES

- Understanding the organisation: able to clearly communicate SOS Children's Villages Who We Are (Vision, Mission & Values), policies and strategies in all areas.
- Child rights & child development: Working knowledge in the area of child rights, child protection, child development and family & community development.
- Integrity: able to state views openly and act in line with beliefs, maintain the organisation's values, maintain deadlines, commitments and ethical standards, ability to gain the trust/ respect of co-workers.
- Collaboration: driven to work with others, able to build partnerships and networks internally and externally.
- People development: driven to improve others; track-record in coaching & mentoring staff, delegation skills, giving/ receiving feedback and identifying development opportunities of co-workers.
- Communication: high-level written and verbal communication/ presentation skills; ability to communicate effectively with partners and staff at all levels; ability to represent the organisation externally.
- Intercultural, gender and diversity sensitivity: able to bridge different national or organisational cultures and to work effectively in a multi-cultural and multi-ethnic environment respecting diversity.
- Functional skills: financial management (overview); HR management (working knowledge); project cycle management - planning, implementing, monitoring & evaluating (high level); change management (high level).
- Experience/knowledge in Fundraising and marketing and in applying for public funds (grants & governmental subsidies)

WHAT WE STAND FOR:

SOS Children's Villages is committed to creating and maintaining a caring and protective environment, which promotes its core values, and prevents and addresses child abuse and exploitation. We strongly condemn all forms of child abuse and exploitation, be it within or outside of our organization, and always respond to any case of proven, alleged or attempted abuse within our sphere of influence according to its nature. Efforts ensure that mechanisms are in place to raise awareness, aid prevention, encourage reporting and ease response. They range from human resource development actions such as training and counselling to measures such as suspension, dismissal, and legal action

WE OFFER:

- Diverse, creative and challenging opportunities in an international working environment
- Possibility to make significant contribution towards the development of National Association
- Competitive compensation package and excellent development opportunities In accordance with the organisation's child protection policy, all employment is subject to applicable background checks, including criminal record checks

HOW TO APPLY

If you are interested in this position, please send your e-mail application (detailed CV and motivation letter in ENGLISH), along with three traceable references to Jobs.iowcaf@sos-kd.org stating “ND – Gambia” in the subject line by July 14, 2021 at the latest.

CONTRACT TYPE

- Fixed term contract during 2 years and open ended contract if the performance is good

LOCATION

Bakoteh