

EMPLOYMENT OPPORTUNITIES

World Vision Vanuatu is a Christian humanitarian organization dedicated to working with children, families and communities to build our nation. Safeguarding children and adults living in communities where we work is central to everything we do. Since 1981, we have been working with and through partners to deliver programming to end violence, bring water to communities, improve the health of children, create sustainable livelihoods for families, and combat climate change.

We are currently seeking potential candidates for the position of;

Position Title: Country Director

Location: Port Vila

Position Type: Full Time

Employment Type: International Assignee (Family posting)

Applicant Types Accepted: Local and International Applicants Accepted

The Country Director will lead, direct, develop and manage all aspects of World Vision's ministry in Vanuatu, ensuring ministry impact of the highest, cost effective quality and accountability according to the relevant policies, protocols and standards of World Vision.

The Country Director will:

- Provide Strategy and leadership of World Vision Vanuatu
- Provide strong operational management of all aspects of WV Vanuatu work.
- Develop strong Ministry Objectives including Reciprocity of Ministry where communities and donors/supporters are able to minister to each other and directly contribute to the achievement of child well-being outcomes.
- Actively engage in funding acquisition
- Carry out engagement activities with partners and other stakeholders.
- Provide people and culture management for World Vision Vanuatu
- Promote strong financial management
- Ensure compliance with all relevant laws, standards and requirements, including local country requirements.
- Model a high standard of personal Christian leadership
- Ensure adequate preparation for and engagement in emergency response.

Major Responsibilities:

20% Strategy and Leadership

- Lead the development and implementation of WV Vanuatu strategy

- Promote and support behaviours and processes that contribute to the WV Vanuatu Strategy and reciprocity of ministry.
- To provide strategic leadership to the WV Vanuatu staff, supporting and managing all operations in WV Vanuatu to ensure implementation is efficient and effective and meets the goals and objectives of World Vision PTL and community partners.

20% Operational Management

- Develop annual operating program plans and budgets to ensure they are in accordance with WV Vanuatu strategies, and World Vision International's Core Documents, policies and protocols.
- Ensure a relevant, timely and accurate flow of management and operational reports to meet reporting standards of the support and donor partners.
- Manage the WV Vanuatu contribution to the end-to-end processes across the World Vision offices that support ministry within WV Vanuatu
- Identify and recommend opportunities for support from the broader Partnership to improve effectiveness of programming and donor engagement.
- Ensure collaborative arrangements between WV Vanuatu and other WV offices are effective through encouraging cooperative behaviours and continuous improvement activities.
- Ensure the implementation of national and regional Advocacy efforts on children's health, education and life skills related to policy including implementation, systems and structures.
- Ensure the WV Vanuatu Security and Safety requirements including setting standards, performance requirements, monitoring security status, responding to security incidents as escalated.

10% Ministry Objectives

- Ensure all programs and projects are integrated so that a true holistic approach to transformational development is found in the design, implementation, monitoring and evaluation of the work of WV in Vanuatu
- Support the development of tailored programmatic solutions that meet unique donor requirements and contribute to the ministry strategy in WV Vanuatu
- Define a clear landscape view of the needs of communities in Vanuatu, identifying need at community, area and country levels to enable the story to be told to donors.
- Support Vanuatu staff in identifying and fostering connections between communities and donors/supporters with a focus on both the quality of Ministry and the donor experience.
- Facilitate a strong and effective working relationship between Area Program Managers and Donor Relationship Managers.

15% Funding acquisition

- Attract and secure new funding. Ensure the financial sustainability of World Vision ministry in Vanuatu through a proactive approach to funding acquisition and marketing World Vision's programs to potential donors.
- Provide a view of pipeline projects, resources and expense forecast to allow a networked view of WV Vanuatu.

5% Public engagement

- Represent World Vision to Vanuatu government representatives, UN agencies, local and international non-government organisations, ministry partners, churches, media, donors and community leaders and maintain productive relationships with these people

10% People & Culture Management

- Provide performance-based leadership that builds and motivates effective teams to achieve the complex scope of World Vision's ministry and ensures accountability through appropriate performance management
- Review and approve the office succession plan to ensure that proper capacity is in place and the succession plan is updated and executed Develop and coach the senior leadership team in Vanuatu
- Ensure effective Human Resource systems are operating for performance and development management of staff including recruitment and selection, orientation, development and evaluation to ensure ministry impact of the highest, cost effective quality, accountability and integrity.
- Ensure gender and ethnic diversity at all levels according to relevant policies and guidelines.
- Ensure the protocols and procedures for staff security, child protection, risk management, stress management and staff care are implemented and monitored.

10% Financial management

- Exercise good stewardship over all resources by maintaining financial control, procedures and records, according to accountability standards required by World Vision International.
- Ensure the management and regular, systematic review of all budgets, project funding, expenditures and accomplishment of ministry objectives and ensure all programs and projects remain with budget.
- Oversee compliance with all relevant sections of the Field Financial Manual including proper accounting systems and practices.

3% Compliance

- Ensure the office complies to local legal requirements and standards; Represent WV Vanuatu in courts, if required
- Ensure and oversee proper mechanisms for Child Protection and other WVI Standards and Principles implementation;

- Designated INGO point-person to work towards securing a country agreement between the Government and WV Vanuatu and other INGOs

4% Christian Leadership

- Model a high standard of personal Christian leadership, maturity and integrity as an example to staff and to commend World Vision to various publics. Participate in and lead devotional meetings, annual Day of Prayer and other Christian events.

3% Emergency response

- Develop and maintain capacity to respond promptly to emergency relief responses.
- Ensure the implementation of national and international HEA efforts related to policy implementation, systems and structures.

Required Qualifications:

- Significant leadership experience particularly in driving organisational and cultural change programs at least 8 years
- Experience in establishing an office or organisation, including developing strategy, system, structure and organisational culture.
- Experience in managing Relief/Development and Advocacy programs
- Cross-cultural leadership skill - candidates must have experiences working globally in different context and culture.
- Commitment to social justice beliefs and values.
- Degree in international development, business administration, public health, social science, management or related discipline, preferably at Masters level.

Preferred Qualifications:

- Inspirational leadership
- Visionary and strategic abilities.
- Ability to work under pressure and make key decisions that impact the safety and wellbeing of WV staff.
- Cross cultural skills – good understanding of country political, social-economic and cultural context.
- Cross cultural sensitivity- flexible world view, emotional maturity and physical stamina
- Excellent communication skills, both verbal and written, and demonstrated ability to communicate cross-culturally
- Good interpersonal skills with ability to build personal and team-based relationships with staff, partners and leaders at all levels
- A firm understanding of complex security environments is essential. Operations are spread country wide, so ability to travel on a monthly basis to project sites is helpful.
- Good analytical skills and a demonstrated ability to think creatively and innovatively.
- Knowledge of DFAT, MFAT, USAID, IFAD, UN Programmes

Any interested applicant is to submit their application through this link.

https://worldvision.wd1.myworkdayjobs.com/en-US/WorldVisionInternational/details/Country-Director--Vanuatu_JR26012?q=vanuatu

You can also contact World Vision Vanuatu for further queries on Tele # 22161 or email at Job_WVV@wvi.org.

Applications for this position close **26 November 2023 (4pm)**.