

**Christian Reformed Church in North America (CRCNA)
World Renew**

POSITION DESCRIPTION

Position Title: Country Director
Department: West Africa Ministry Team (WAMT)
Reports to: Team Leader, West Africa Ministry Team
Status: 100% FTE, exempt
Salary Level: Grade 11

World Renew, an agency of the Christian Reformed Church in North America, envisions a world where people experience and extend Christ's compassion and live together in hope as God's community. World Renew engages in community development and organizational capacity building in over 30 countries through collaborative partnerships, networking, resource development, relief and disaster response

PURPOSE:

World Renew has an opening for a full-time **Country Director** based in Mali for a 12-15-month strategy transitional period. The position responsibilities include leading, managing and implementing the country strategy to achieve World Renew's vision of community transformation in alignment with World Renew's values, standards and global strategic priorities. The Country Director is responsible for high-level representation to the government, donors and relevant alliances to the work of World Renew in Mali. The Country Director has overall responsibility for security management and health and safety for World Renew staff within the country.

ESSENTIAL DUTIES and RESPONSIBILITIES:

1. Lead the operationalization of the new World Renew Strategic Plan in Mali in close collaboration with the West Africa Ministry Team.
2. Facilitate learning and networking in World Renew-Mali partner, facilitators meetings
3. Manage the overall partnerships in the country by providing coaching/training to implement and improve policies, programs and systems
4. Ensure that partners have the capacity to build local, sustainable community based organizations to implement and sustain the programs
5. Strategic Oversight:
 - a. Monitor emerging socio-economic and political developments and emerging humanitarian situations in the country
 - b. Ensure World Renew's Quality Standards are contextualized and prioritized at the country level and that non-negotiable requirements are consistently applied
 - c. Pursue opportunities to influence and engage across networks and denominations at the country level on behalf of people living in poverty, vulnerable to and affected by disaster
6. Overall responsibility for host government relations, partnerships, operations and provision of services (finance, human resources, information technology, technical/sector support, and logistics) required to deliver the country strategy
7. Team Management:
 - a. Lead the management team, ensuring clarity over plans and priorities, providing supervision, guidance and mentoring, encouraging effective teamwork and inclusiveness and building a team spirit and team culture characterized by a shared vision, commitment and mutual accountability that reflects World Renew's values
 - b. Support team members in their management and development of others, and their implementation of role objectives, work plans and budgets
 - c. Carry out performance appraisals and one to one meetings according to the World Renew performance management procedures and talent management strategy, and take appropriate remedial action to address any areas of poor performance
8. Responsible for security management, including advising on security plans and monitoring that they are updated when scheduled, ensure staff are fully trained on appropriate security measures, staff understand individual and collective responsibilities for safety and security, incidents are appropriately reported, critical learning is recorded and corrective actions taken
9. Responsible for financial accountability of all country team resources

10. Responsible for managing collaborative relationship with other countries in the region
11. Provide a thorough analysis of HR capacity and needs, with specific attention to accounting, partner administrative capacity building.
12. Perform other duties as assigned

SUPERVISORY RESPONSIBILITIES:

This position is responsible for the supervision of the Program Assistant, Program Consultant, and country hire staff. While this position will have line authority over World Renew staff in Cambodia, it will not have direct authority over partner organizations. Yet, it will be responsible, through a consultative ability to influence for change, for improving partners' development programs and organizational capacity.

QUALIFICATIONS:

1. Membership in a Christian church and agreement with the doctrine of the CRC signified by signing a covenant statement is required
2. Mature Christian committed to serving Jesus Christ
3. Strong servant leadership and supervisory skills, including the ability and willingness to work in a team setting, to identify and foster the use of the gifts of team members
4. Demonstrated ability in cross-cultural communications to build effective relationships between parties of different interests, values or cultural backgrounds
5. Demonstrated commitment to promote a work environment that values diversity and equality, as well as have respectful relationships with others
6. Proactive and able to work with minimal supervision
7. Committed to working towards gender equality, equity and justice in all aspects of our programming, plans, policies and organizational structure
8. Demonstrated passion for, and ability to, implement, improve and integrate community transformation, organizational capacity building and disaster response through consultation.
9. Commitment to core development and disaster response concepts, models and values
10. Demonstrated ability to help organizations in their management of conflict and complex situations where multiple stakeholders may be involved
11. Demonstrated strong communication skills
12. Demonstrated strong monitoring and evaluation skills
13. Demonstrated program planning, management, reporting and evaluation skills
14. Demonstrated financial skills in budgeting, reporting and oversight
15. Demonstrated networking and collaboration skills (both internal and external to the organizations and agencies, including government agencies)
16. Write proposals and manage field grants for donor partners such as CFGB. This position is responsible for maintaining relationships with the representatives of key donors
17. Demonstrated competence in Microsoft Office software products

EDUCATION and/or EXPERIENCE:

1. A Bachelor's Degree in a relevant field is required
2. Minimum of 3 years of cross-cultural working experience (international preferred) is required
3. Minimum of 3 years of community development and organizational consultation experience is required
4. Minimum of 3 years in management position or organizational development is required

LANGUAGE SKILLS:

1. Excellent written and oral English and French
2. Basic Bambara or willingness to learn it and improve proficiency

PHYSICAL DEMANDS:

The physical demands described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

1. Living and travel conditions with unreliable access to water and electricity and increased exposure to accidents and illness
2. Travel in insecure and/or impoverished areas which will have limited infrastructure or support structures

3. Travel up to 25% of the time to carry out assigned duties

WORK ENVIRONMENT

The work environment described here is representative of what an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

1. Living and travel conditions with unreliable access to water and electricity and increased exposure to accidents and illness
2. Travel in insecure and/or impoverished areas, which will have limited infrastructure or support structures
3. Travel up to 25% of the time to carry out assigned duties

For consideration, submit your resume and a letter of interest stating the position for which you are applying : APPLICATION CD MALI by using this email address : recruitment@worldrenew.net. Only shortlisted candidates will be contacted.