

christian  
**aid**



**OXFORD HR**  
SEARCH FOR A BETTER WORLD



**Country Director DRC**

May 2023

# About Christian Aid

The political context in the DRC has remained unstable for several decades as the country continues to occupy the last place in the human development rankings. Poverty affects the entire Congolese population. The DRC ranks second to last in the UNDP Human Development Index (HDI) published in 2014. About 70% of the population lives below the poverty line, earning US\$1.25 per day.

Christian Aid has worked in the DRC since the 1970s. They contribute to the Congolese people's efforts to build a prosperous and democratic nation in the heart of Africa.

In DRC, they work for profound change that eradicates the causes of poverty, striving to achieve equality, dignity, and freedom for all, regardless of faith or nationality.

The country programme focuses its geographic footprint on Maniema, Kasai, South Kivu, and North Kivu. Thematic changes include adding a Development Programming component to work hand-in-hand with governance programming. They are also currently revising their multi-year strategy.





# The Role

**Role:** Country Director DRC

**Location:** DRC, Goma

**Salary:** Competitive (attractive benefits based on experience)

**Expected travel per annum:** Up to 40 days

**Eligibility:** This role attracts international candidates

**Female candidates are strongly encouraged to apply.**

## Role Purpose

The Country Director leads the team in delivering an impactful programme in the Democratic Republic of Congo (DRC). They set and communicate its vision, ensure the programme is well-resourced and lead in its development and implementation, managing for results and developing a culture of reflection and learning. They ensure that staff understand their responsibilities, perform at a high level, manage financial resources efficiently, and champion operational excellence. They build relationships with key external stakeholders to represent and position Christian Aid in the country effectively and with local partners to build capacity and ensure excellent delivery. The Country Director also has solid internal partnerships with teams across Christian Aid in Africa and globally.





# The Role

## Key Outcomes

- **Programme strategy & representation** – setting and communicating the vision; leading the development and implementation of strategy; working with appropriate local/regional/international partners based locally to implement; successfully representing and positioning CA in the country based on a thorough analysis of the context, building relationships to communicate with and influence key stakeholders in government, civil society, donors, and the private sector.
- **People** – ensuring staff understand their responsibilities and perform at a high level, developing staff skills working as a team & individually to implement strategy and programmes. Strengthening linkages to improve organisational performance and ensure staff do the best work possible.
- **Financial stewardship** – managing finances more effectively and efficiently in support of strategy implementation, reducing the misuse of resources.
- **Risk, Operations, and Compliance** – getting the basics right on managing and mitigating risks that undermine operational excellence, improving Africa's standing on compliance as a foundation for programme delivery and quality. Ensuring policies and procedures are understood and implemented. Seizing the opportunities of digital transformation.
- **Programme delivery and quality** – managing for results, transparency, and accountability, learning and

reflection and ensuring focus on strategic priorities, partnership, and partner portfolio management. Challenging programmes to deal with power and harness prophetic voice to deal with the underlying causes of poverty and drive transformational change.

- **Robust country programme strategy** – develop, finance, and deliver with a portfolio of carefully selected partners (including faith-based partners), encompassing development and humanitarian programming, policy advocacy, and communications.
- **Fundraising** – around an agreed resourcing strategy to promote financial resilience and ensure a diverse portfolio of institutional and non-institutional donors.

To respond to ever-changing demands within the environment, Christian Aid operates within an agile framework (both in the workforce and operational) that requires from all employees a high level of responsiveness and adaptiveness to processes and structures, making flexibility and a project-based working approach the norm. To sustain this system, managers may/will agree on further details of specific tasks and duties as part of the performance agreement. Any reasonable duty may be assigned that is consistent with the nature of the job and its level of responsibility, and employees may be required to change the focus of their role from time-to-time.



# Role Context

Christian Aid is committed to actively working towards eradicating poverty by tackling its root causes and enabling the voice and agency of the poor and marginalised to be fully realised. CA DRC uses a risk-based approach to address the underlying causes of poverty for marginalised groups and works in collaboration with national and provincial governments, communities, faith actors and development partners to implement programmes and influence policies that reduce poverty and social injustice. Our country programme strategy facilitates and enables collaborative work with key institutions and our ACT Alliance partners.

This strategy is aligned with Christian Aid's three pillars of Poverty, Power, and Prophetic voice (3Ps), which work in a symbiotic manner, to ensure that we stand together with and recognise the voice and agency of communities in bringing about the social, economic and policy changes necessary to peace, prosperity, life with dignity, and sustainable development.

Our five thematic areas of work summarise how we translate this into action and contribute to addressing the complex issues communities face in DRC: Humanitarian Assistance, Peace Building (FVTP), Gender Justice, Resilience-Building and Accountable Governance.

With our operational base in Goma, North Kivu province, our geographic footprint spans from the Eastern part of DRC to the Western province of Kasai. Our current country

portfolio includes unrestricted income and institutional donors such as Irish Aid, WFP, and UN OCHA. This role brings dynamic leadership to Christian Aid's programme and team in DRC, enabling the organisation in partnership with others to contribute significantly to the change we want to see: Individuals and communities living in dignity, free from poverty and need; economic, political and social systems transformed to remove the power imbalances and other root causes of poverty and inequality; and movements of individuals and communities speaking out against poverty and injustice and securing their eradication.

The role also champions the operational excellence of Christian Aid's DRC programme, ensuring that the team's skillsets, the quality of our programmes, our financial resilience and digital capability all work together to realise the organisation's goals and ambitions.



# Person Specification

## Applied skills/knowledge and expertise

### Essential

- 8-10 years of solid field-based experience, including managing large and complex multi-partner development programmes and donor-funded projects at a senior level with at least six years in a senior management position
- **Strategic and operational Management**
  - Demonstrated experience in leading strategic and operational planning.
  - Extensive conceptual skills, including strategic analysis.
  - Demonstrated management skills in a complex international setting.
- **People/relationship management**
  - Have high levels of personal integrity.
  - Demonstrated self-awareness, leadership, and interpersonal skills.
  - Strong human resource management skills, including capacity building, coaching and conflict management.
  - Experience supervising and developing a multi-disciplinary team in a cross-cultural setting.

- Demonstrated interest and ability to give feedback, develop, motivate, and lead a diverse team to achieve results.
- Demonstrated use of positive coping strategies in stressful environments.

### Financial management

- Knowledge and experience with financial management as demonstrated by the ability to:
  - Manage a complex budget.
  - Effectively follow-up on internal and external audit recommendations.
  - Ensure donor compliance and reporting.

### Information/Knowledge Management

- Ability to establish a learning culture within the CO and facilitate knowledge sharing across CA.

### Language Skills

- French and English language proficiency.

### Desirable

- Experience working with UN, donor agencies, and INGOs in Africa, including local civil society and faith-based partners.
- Good understanding of fundraising strategy and practice.
- The post holder must hold a minimum of a tertiary degree or equivalent, ideally in a field related to international development and relevant certification in management.
- A strong understanding of the drivers of poverty and its eradication.
- A first-hand understanding of the country within which this post is based.



# How to Apply

All correspondence, at this stage, should be via Oxford HR. To apply for this post, click the “Apply” button on the job advert page, complete our online application form, and submit your CV and cover letter.

Please provide a CV and cover letter in two documents, which should be prepared before applying as they will be considered in the application process.

The cover letter should be no more than two pages long and explain why you are interested in this post and how your skills and experience make you a good fit.

The document should be saved in PDF in the following format: Your First Name-Your Last Name-Document Name-Date (mmyy), e.g., Pat-Jones-CV-042023-Christian Aid or Pat-Jones-CoverLetter-042023-Christian Aid.

## Timeline

Closing Date: 21<sup>st</sup> May 2023  
Interviews: TBC

## Selection process

All candidates will receive an update regarding their application after the closing date. We advise candidates to add the role email to their safe sender’s list and regularly check their spam folder.

**Christian Aid**

## Equality Statement

Equality and diversity are at the core of Christian Aid values. Staff are expected to work collectively and individually to promote a constructive and sensitive approach to others from a variety of backgrounds, where the work of others is valued and respected.

Female candidates are strongly encouraged to apply.

## Queries

If you have any queries on any aspect of the appointment process, need additional information, or would like to have an informal discussion, please email at [christian-aid-drc@oxfordhr.co.uk](mailto:christian-aid-drc@oxfordhr.co.uk) in the first instance.





# About Oxford HR

Oxford HR operates globally - mainly within the international development and charity sectors. We carry out retained executive search mandates at the board and senior management levels. We also offer human resource and organisational development consultancy.

Oxford HR has many years of experience in search and an extensive network of international development, social sector, corporate, public sector, and academic contacts from across the world. We carry out comprehensive and often global searches designed to meet the specific needs of our clients.





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