



# Country Director, Uganda

January 2024

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## About StrongMinds

StrongMinds ([www.strongminds.org](http://www.strongminds.org)) is a dynamic and fast growing 501(c)(3) social enterprise that treats depression among women of all ages in Africa, where access to mental health treatment is extremely limited.

We treat depression in low-income women and adolescents by providing group interpersonal therapy (IPT-G), delivered by lay community health workers. StrongMinds is the only organisation scaling a cost-effective solution to the depression epidemic in Africa.

We are the only organisation scaling a solution to depression in Africa with a potential to serve millions in the next ten years and to expand to other geographical regions.

## The Role

Role:	Country Director, Uganda
Location:	Kampala
Salary:	95,000 – 112,000 USD per annum

## Job Summary

To strategically lead, develop and direct the implementation of all aspects of StrongMinds in country, supporting a team of staff working across various programme areas to grow, innovate, and collaborate. A critical objective for the Country Director (CD) will be to support the successful replication of StrongMinds' programs via large NGO and government partners while maintaining technical excellence and team capacity. Supported by the Chief Programmes & Strategy Officer as well as the Global Leadership Team, the

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Country Director will also steward and report to a local Board of Directors. The CD will be responsible for securing new funding opportunities and large-scale strategic partnerships in concert with the development team, strengthening SM's brand and reputation in country and striving for cost efficiencies and financial/operational excellence. He or she will also play a pivotal role in shaping the strategies and systems for the next stages of StrongMinds' growth and scale.

## Areas of Responsibility

### Strategy & Scale

- Drive the organization's ambitious replication strategy – to serve diverse populations and geographies via the NGO and government/public sectors; lead SM to achieve near-term increases in the numbers of clients treated, largely through partners.
- Set SM's country short and long-term strategic direction, in alignment with global organizational strategy.
- Establish SM as a centre of excellence in community-based, lay-delivered care for depression and maintain a bottom-line focus on the quality of care and well-being of our clients.
- Set annual/multi-annual goals and targets, with a focus on achieving results and maximizing cost-efficiencies.
- Support a culture of innovation, piloting new approaches and prioritizing learning and improvement at all stages.
- Play a leadership role organizationally and contribute value and substance to StrongMinds' global leadership team initiatives and decisions as shall be required.
- In collaboration with the SM innovations lab and the research team, develop a pipeline of strategic areas for innovation and research within the country to inform our learning and research agenda.

### External Relations & Board Stewardship

- In collaboration with the StrongMinds development team, proactively seek partnerships and fundraising opportunities in the country and region.
- Grow and strengthen StrongMinds' network across its relevant stakeholders and strategic partners in government and civil society.
- Cultivate SM's brand and reputation in the country.
- Support the development and execution of advocacy strategies in collaboration with colleagues.
- Represent SM with key agencies and working groups.
- Together with the Board Chair, steward and grow the SM country Board of Directors, maintaining a diverse governance body that is highly skilled, engaged, and supportive.
- Lead engagements with the board to undertake reforms in policies and guidelines to streamline SM operations in the country in accordance with the legal regime of the country.
- Oversee quality in country donor and partner visits.



## Financial Management

- Working closely with the Finance and Administration Team, ensure strong financial management systems are in place.
- Ultimate oversight for financial management including budgeting and financial governance, ensuring strong accountability and value for money.
- Oversight and compliance to all statutory obligations that have a bearing on the legal status of SM Country program.
- Take responsibility for constantly identifying ways in which to improve efficiencies and cost savings to keep our cost per patient as low as possible.
- Actively monitor & mitigate program and financial risk.
- Monitor and advise teams appropriately as guided by finance variance reports.

## Leadership & People Management

- Lead and grow the SM team, ensuring a supportive, results-driven, and high-performing organizational culture is in place across multiple teams.
- Working closely with the People and Culture Team, ensure strong people management systems and a high-performance culture within the country.
- Supervise, mentor, and shape the senior management team to be aligned with the SM strategy, vision, and core values and to deliver on organizational milestones and plans.
- Ensure HR policies are followed; grievance and other critical procedures are followed.
- Develop and implement operational plans and systems to support transparency, learning, and cost efficiency.
- Promote professional development, with a focus of developing an internal coalition to ensure that StrongMinds remains top of mind in the mental health space, with current and future talent skills.
- Create and maintain key performance indicators – ensuring external good practice and thinking is reflected internally.
- Support cross-organizational working practices that ensure collaboration, inclusivity, accountability, transparency, and ownership.
- Foster an agile and innovative work environment that aligns with StrongMinds' values.
- Oversee SM volunteer engagement within the country as guided by policy and strategies for effective volunteer management.

## Candidate profile

### Educational Qualifications

A minimum of a BA degree in relevant Health or Social Sciences; International Development or Business Administration master 's-level degree preferred.



## Job-related experience, knowledge, and Behaviors

- An experienced country director with at least 5 - 10 years' experience, 5 of which have been at national/ country Director or similar level in complex development programming.
- Experience with integrated programming areas; International NGO partnerships, and Public Sector engagement and building strategic relationships with core government departments.
- Demonstrable track record in working with Board(s) and leading senior leadership teams
- Successful past experience in overseeing large grants and working with government donors (USAID, EU, DFAT, FCDO, etc.), UN agencies (eg UNICEF, WFP, UNHCR, etc) and Foundations.
- A hands-on and ambitious leader who can mentor, coach, and motivate all staff.
- A results-driven leader who values measuring and analyzing impact with scientific rigour. A high comfort with data is critically important.
- A great communicator who can express the vision of StrongMinds and persuade colleagues at local and international levels; with the ability to present persuasively to the Board, Senior Management Team, staff, donors, NGOs, government officials, community leaders and other stakeholders and partners.
- A networker who knows how to seize opportunities, establish, and maintain lasting relationships with relevant organizations, government branches, and other stakeholders.
- A generalist with an eye for detail who sees and fills gaps throughout the organization and enjoys contributing where extra hands are needed.
- A builder with a record of meeting program goals and deadlines who knows how to develop new initiatives and identify expansion opportunities.
- A self-starter who understands business operations and can create systems to increase efficiency and support the organization's growth.
- A compassionate and intercultural leader, able to fit into a fast-paced culture and serve as a thought partner.
- Nimble, creative, and solution-oriented, adapting and contributing to the rapidly changing day-to-day demands of the organization.
- A person of integrity, ensuring an impeccable reputation for the organization and transparent and sound financial oversight.
- Dedicated to the mission of StrongMinds and to serving people living in the margins.
- Experienced in mental health or global health.

## How to Apply

All correspondence, at this stage, should be via Oxford HR. To apply for this post, click on the “Apply” button on the job advert page, complete our online application form, and submit your CV and cover letter as two different 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-012024-StrongMinds or Pat-Jones-CoverLetter-012024-StrongMinds.

Please note that all our clients recruiting in the UK are legally obliged to confirm that the appointee is eligible to work in the UK. As of 1 January 2021, government's new regulations will apply. For further information visit the Home Office website at <https://www.gov.uk/browse/visas-immigration/work-visas>.

## Timeline

Closing Date: 03 March 2024

First stage interviews: TBC

Final 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 senders list and regularly check their spam folder.

## Equality Statement

Equality and diversity are at the core of StrongMinds 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.

## 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 [strongmindscd@oxfordhr.com](mailto:strongmindscd@oxfordhr.com) in the first instance.

## About Oxford HR

Exceptional leaders can inspire change and propel purpose-led organisations towards reaching their world-changing goals. Finding such leaders can be a challenge; and yet their transition into leadership is vital to an organisations mission and success.

Oxford HR is a global leadership consultancy dedicated to searching for and supporting remarkable leaders and teams in purpose-led organisations.



We understand the nuances of purpose-led leadership because we've worked in organisations across the breadth of the sector ourselves. We've also worked with such organisations since 1995; so we appreciate just what benefits impactful people can bring.