



OXFORD HR | CANDIDATE PACK

COUNTRY DIRECTOR CENTRAL AFRICAN REPUBLIC – (CAR)

JANUARY 2025

ABOUT WAR CHILD

War Child believes no child should be part of war. Ever. Children have the right to grow up in peace, free from fear and violence.

To develop their full potential and become the person they want to be. War Child makes a lasting impact. By protecting children from violence and offering psychosocial support and education. We unleash the children's inner strength with our creative and involving approach. And inspire as many people as we can to participate in our cause. War Child is both implementing its own programmes and cooperating with a variety of partner organizations in 14 countries around the world.

The War Child Alliance is a registered entity in Amsterdam, the Netherlands, with a staff presence there and in 19 countries of operation: Jordan, Lebanon, the occupied Palestinian territory, Syria, Iraq, Yemen, Afghanistan, Colombia, Burundi, DR Congo, the Central African Republic, South Sudan, Uganda, Ukraine, Germany, Sweden, United Kingdom and the United States of America.





WE ARE WAR CHILD

Around the world, hundreds of millions of children are living with the effects of war and conflict. Separated from their homes, schools and loved ones, many are overwhelmed by manifestations of **distress**.

We may never be able to take away all the pain that comes with war. But we can create space where children can heal. Through our creative and **evidence-based approach**, we work exclusively to enhance the innate resilience of children and their communities.

We are a rights-based organisation - which means we also advocate with and on behalf of children to ensure their fundamental rights are upheld. Children's right to learn; to food, water, a safe place to rest their head at night, are all inextricably linked to their **right to mental health**. We remind governments and other influential actors of the scope of their commitments.

OUR STRATEGY

War Child reaches many thousands of children and youth every year - yet there are 468 million children living with the effects of armed conflict. We will never reach them all by ourselves - which is why our strategic goal is to become the networked expert organisation for children affected by conflict.

NETWORKED

The strategy sees us work together with organisations across the world to ensure our work has maximum reach and impact.

EXPERT

We continue to develop robust interventions - backed by evidence and research to meet the highest standards of quality - and share them through a network of partner organisations.

Our overall goal is that increasing numbers of children and youth will access quality interventions and as a result enjoy improved wellbeing.





THE ROLE

Role: Country Director –
Central African Republic – (CAR)

Location: Central African Republic

Salary: Competitive

YOUR CHALLENGE

You will lead the development and implementation of the Country Strategy in line with War Child's global strategy and relevant to the local context. This includes responsibility for financial health of country operations, security, team management and external representation.

The Country Director is ultimately responsible for quality programme implementation, partnership management, and programme sustainability. The Country Director reports to the Regional Director, and you will directly manage the CAR country Management team (CMT).

RESPONSIBILITIES

The incumbent will deliver on the following Key standard responsibilities of the Country Director the context of the above imperatives:

- Lead the participatory development and updating of the country strategy and annual plans, and oversee the implementation, reviewing, and monitoring of the strategy and plan in line with the War Child Global Strategy.
- Build strong strategic partnerships and effective relationships with government agencies, local and international non-governmental organizations, and donors to ensure holistic, integrated, quality, and sustainable programs scaling of evidence-based interventions and the center of the process.
- Strengthen existing relationships and build new relationships with strategic partners and donors aiming at institutional fundraising.
- Represent WCA in coordination platforms, meetings and events.
- Overall responsible for security management, ensuring continuous context monitoring, risk analysis, regular updating of security plans, security decision making and incident management as needed.
- Oversee and ensure that HR, Logistics, Supply and Finance management is carried out in accordance with local laws, WCA policies and procedures and applicable donor guidelines.
- Foster and develop effective leadership within the country office, and a work culture that promotes staff well-being and creates space for staff participation in decision making.
- Promote and uphold the War Child Integrity Framework and “Do No Harm” principles, aiming at strong awareness and respect by War Child staff and partners of all relevant policies and principles in this regard.





YOUR PROFILE

- An experienced and inspiring leader;
- At least 15 years relevant experience in an international/humanitarian context of which 8 years in a senior management position (e.g. as Representative or Country director);
- Experience in security management and context analyses;
- Experience in the Africa region;
- Experience in a similar/unstable and/or insecure environment;
- Proven experience in working with diverse teams in a low resource environment;
- Relevant academic background e.g. psychology, pedagogy, community development, social sciences, international relations;
- Familiarity/qualification in any of our key thematic areas is an advantage;
- Experience in working with local partners and preferably in our field of expertise;
- Experience in financial management (including management of multiple grants);
- Fluency in English and French is an absolute must; preference for additional languages such as Swahili, Arabic and Spanish;
- Strong problem solving and social skills;
- Proven affinity with War Child's mandate;
- Preference for local or regional candidates,

OUR TERMS AND CONDITIONS

A challenging job, within an inspiring and motivated team of people and the support of a strong and professional organisation in the Netherlands.

A fair salary and comprehensive secondary benefits and opportunities to develop and learn professionally.

- **Job location:** Bangui, CAR
- **Contract type:** Local contract, salary grid and Terms & Conditions will apply. Expats will be offered an expat package.
- **Contract duration:** War Child Alliance will offer a 1 year contract

with the intention to prolong into an open ended contract depending on mutual agreement and performance.

- **Working hours:** Full time, 40 hours per week.
- It is an unaccompanied role.

Note:

This position to be based in Bangui, CAR. This role is open to national, regional and international candidates. National and regional candidates are highly preferred and encouraged to apply for this position.





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-012025-WarChild or Pat-Jones-CoverLetter-012025-WarChild.

TIMELINE

Closing Date:	18th February 2025
First stage interviews:	February 2025
Final interviews:	March 2025

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 War Child’s 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.

OUR ORGANISATION

War Child is a young and dynamic organisation. We try to keep an informal ambiance within our office, with a lot of room for creativity, inspiration and self-initiative from employees. We practice what we preach: dynamic, innovative, integrity focused and a drive to reach the highest possible results against the lowest possible costs. War Child offers a challenging job in an inspiring workplace in Amsterdam.

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 pwasonga@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.





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