



# Country Director Yemen

## November 2025

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### About War Child

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.

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## 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

<b>Role:</b>	Country Director Yemen
<b>Location:</b>	Sanaa, Yemen
<b>Salary:</b>	Competitive
<b>Other:</b>	This position to be based in Yemen. Open to national, regional and international candidates. National and regional candidates are highly preferred and encouraged to apply for this position

## 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, collaboration with local partners and external representation. The Country Director is ultimately responsible for quality programme implementation, partnership management, and programme sustainability.

The CD will be responsible for bringing a reimagination against the background of significantly reduced funding into the aid sector to the Yemen operation, in a manner that involves staff and local actors. With the frequent change in the Yemen context, the CD will be required to demonstrate leadership in adapting the country programme to the changing context in line with the Global strategy.

The CD will lead a process to grow operations and increase capacities for more local actors, mobilise resources for a programme that reaches more children directly and indirectly.



The Country Director reports to the Regional Director and you will directly manage the Yemen 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:

### Strategy Leadership and Management:

- 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 while reflecting on Yemen context
- Increase national and international visibility and influence of the organization by securing high-level policy engagement; through advocacy, inclusion of high priorities in national development plans

### Partnership Building:

- 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 as 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.

### Operations, Security and Risk Management:

- 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
- Overall responsible for security management, ensuring continuous context monitoring, risk analysis, regular updating of security plans, security decision making and incident management as needed.

### Team Leadership and Management:

- 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

### Skills

- 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/MENA region, especially in conflict affected settings
- 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;
- Experience in financial management (including management of multiple grants);

### Attributes

- An experienced and inspiring leader;
- Experience in a similar/unstable and/or insecure environment;
- 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;
- Fluency in English is an absolute must; preference for additional language such as Arabic;
- Strong problem solving and social skills;
- Proven affinity with War Child's mandate;

## Our Terms and Conditions

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

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

- **Contract type:** Local contract, salary grid and Terms & Conditions will apply. Expats will be offered an expat package.



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

### Note:

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 the 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-Documents Name-Date (mmyy) e.g., Pat-Jones-CV-112025- WarChild or Pat-Jones-CoverLetter-112025- WarChild.

### Timeline

**Closing Date:** 23<sup>rd</sup> December 2025

N:B War Child will be reviewing applications on a rolling basis and reserves the right to close the vacancy if a successful candidate is identified prior to the closing date.

### Selection Process

All candidates will receive an update regarding their application after the closing date. We advise candidates to add the Oxford HR Consultant email address (see below) 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.

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

## About Oxford HR

Oxford HR is a B Corp certified leadership consultancy. Having worked within a diverse range of institutions, from not-for-profits and charities to governments and corporate environments, we've seen the powerful impact that the perfect team can have.

Finding innovative leaders can be a challenge; and yet their transition into leadership is vital to an organisation's mission and success. We work across the globe to search for and support remarkable leaders and teams, improve their board effectiveness and support on a range of leadership functions.

Learn more at: [oxfordhr.com](http://oxfordhr.com)