



# Country Director – Ghana

March 2026

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## About Right to Play

Right To Play protects, educates, and empowers children to rise above adversity using the power of play. For 25 years, we have been a global leader in helping children learn and improve their well-being through play. We reach millions of children each year in 14 countries in Africa, Asia, the Middle East, and Indigenous communities in Canada, helping them to stay in school and learn, overcome prejudice, heal from trauma, and develop the skills they need to thrive. We do this by harnessing play, one of the most fundamental forces in a child’s life, to teach children the critical skills they need to dismantle barriers and embrace opportunities, in learning and in life.

Learn more about our programs in Ghana [here](#).

## The Role

<b>Role:</b>	Country Director - Ghana
<b>Location:</b>	Accra, Ghana - the candidate should have the right to work in Ghana. Right To Play may consider candidates from neighbouring countries.
<b>Salary:</b>	GHS 422,640 - 559,999 per annum (before any taxes).
<b>Reports to:</b>	Global Director, Country Offices (GDCO)
<b>Direct Reports:</b>	Program Manager, Finance Manager, Impact Manager, Child Protection Specialist, Education Specialist, Communications Specialist, People & Culture Specialist, and Logistics Officer



## Job Summary

The Country Director – Ghana provides overall strategic and programmatic leadership including business development, fundraising, compliance and risk, financial and people management to ensure the success and growth of the country programme.

## Responsibilities

### 1. Accountability & Responsibilities

#### Governance and Representation (20%)

- **Identifies and manages organisational risk**, including legal and governance matters, and acts as RTP's legal representative in country.
- **Represents RTP at country level**, engaging government, donors, UN agencies, and NGO coordination platforms to build influence, credibility, and strategic partnerships.

#### Fundraising and Communication (20%)

- **Leads country-level fundraising and resource mobilisation**, driving proposal development, donor engagement, and diversified funding partnerships.
- **Leads in-country media and external engagement**, strengthening RTP's profile and ensuring alignment with organisational values and objectives.

#### Strategy Development and Implementation (15%)

- **Sets and leads the strategic direction of the country programme**, ensuring alignment with RTP strategy, national priorities, and legal and regulatory requirements.

#### Operational Management (15%)

- **Provides strategic oversight of finance and administration**, including budgeting, expenditure control, audits, grant compliance, and strong internal controls.
- **Holds overall accountability for safeguarding, safety, and security**, ensuring compliance with RTP policies and national legislation.

#### Staff and Workplace Management (15%)

- **Ensures effective people management**, including recruitment, performance management, learning and development, payroll, and the promotion of a safe and inclusive culture.
- **Leads, mentors, and develops a diverse country team**, fostering staff wellbeing, inclusion, and high performance.



- **Promote Safeguarding, foster a safe, respectful, and accountable work environment** by modelling appropriate conduct and addressing any behaviour that undermines a healthy workplace.

### **Programmatic Oversight, Learning and Innovation (15%)**

- **Oversees the country programme portfolio**, ensuring high-quality delivery, measurable impact, and timely reporting to donors, government, and HQ.
- **Promotes collaboration and learning**, advising partners on play-based and sport-for-development approaches and embedding evidence-informed practice.
- **Champions innovation and continuous improvement**, driving excellence in programming and efficiency across internal systems and processes.

## **2. Scope (Geographical and/or Functional), Impact and Autonomy**

Oversees all aspects of the country office, providing guidance and support to the team, while serving on the Global Leadership Team to ensure quality program delivery, adherence to budgets, and contributing to global initiatives that enhance organizational systems and processes.

## **3. Leadership and Staff Management**

Leads and develops the Country Management Team through coaching, mentoring, and capability-building while championing a safe, inclusive, and high-performing culture. Oversees People & Culture processes to ensure compliance, best practices, and effective performance management, upholding strong DEIA standards, staff safety, and well-being. Demonstrates integrity and resilience, proactively addressing and mitigating legal risks, including seeking legal advice when necessary.

## **4. Information Requirement for Decision-Making**

Makes decisions based on a combination of internal and external information, often requiring an analytic approach to draw conclusions from incomplete information or non conclusive information.

## **5. Innovation and Improvements**

Drives innovation and continuous improvement to deliver high-quality, impactful programs and more efficient internal systems and ways of working.

## **6. Relationships & Communications: Internal/External**

Builds and sustains strategic relationships with key stakeholders, including donors, government officials, UN agencies, academia, media, NGOs, and local partners, while promoting RTP's identity



and relevance to the needs of vulnerable populations, in alignment with the localization strategy. Leads strategic donor, HQ visits, workshops, represents RTP in high-level meetings, conferences, and media to strengthen its profile.

## Skills, Qualifications and Experience

### Expertise (Certifications/Education, Professional Experience)

- Master's degree in business administration, social sciences, development studies or related discipline.
- Extensive experience in leadership roles within a large or medium international development organization, including: strategic planning, leadership and people management, project management and planning, monitoring and evaluation and financial and risk management.
- Experience working in or managing programmes in stable and fragile contexts
- Proven success with mobilizing new sources of program funding.
- Understanding of laws, regulations and cultural dynamics local and international.
- Fluency in spoken and written [local language], English and French (for Francophone countries).
- Significant experience with a child-focused organization is desirable.

### Core Competences

- **Collaboration:** Highly collaborative with strong interpersonal skills; excels at working in with a multicultural team and builds rapport and trust to develop strong external partnerships.
- **Growth Mindset:** Demonstrates commitment to own professional development and encourages their team to develop their potential, creates a learning culture through effective coaching and mentorship.
- **Communication:** Communicates complex operational, technical & strategic issues clearly & credibly to diverse audiences, leveraging strong networks to secure donor funding & influence stakeholders.
- **Resilience:** Strong organizational skills and the ability to work under pressure: multi-tasking, meeting deadlines, solving problems creatively and embracing challenges with resilience.
- **Professionalism:** Models professionalism and RTP's values, promoting a safe, inclusive workplace and positive impact for children and youth.
- **Management and Interpersonal Skills:** Lead and mentor country team with influence, fostering trust, high performance, and shared ownership of outcome.



## Candidate Profile

Right To Play are seeking an experienced leader who will be able to drive and develop all the functions of the country programme. There have been significant changes over recent times with programmes finishing, so you will need to have excellent change management skills, being able to build a coherent vision for the programmes. You will need to be an excellent team leader – to create stability and security for the staff. You will need highly developed interpersonal and advocacy skills to be able to represent Right To Play locally to government bodies and other appropriate organisations. As well as having strong programmatic experience, you will need to have a strong understanding of the various operation functions (HR, Finance, Logistics etc.) and be able to drive forward improvements.

You will ideally have already been in a country leadership role, but those looking for a first Country Director role will also be considered should you have the right level of experience and abilities. A background in education is highly desirable although not essential – however, you will need to be passionate about children’s play and play based learning.

This is an exciting opportunity for the right individual to take the reins and developing a high performing team.

## 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)-RightToPlay e.g., Pat-Jones-CV-0326-RightToPlay or Pat-Jones-CoverLetter-0326-RightToPlay.

### Timeline

**Closing Date:** 26<sup>th</sup> April 2026

**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 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 Right to Play'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.

## Safeguarding

**As part of our selection process, final candidates will be required to complete security checks and criminal record check as a condition of the offer.** More details about our recruitment process are available [here](#). Safeguarding information is available [here](#).

## 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 [ggriffiths@oxfordhr.com](mailto:ggriffiths@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)