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| **TITLE:** Regional Director – West and Central Africa |
| **TEAM/PROGRAMME:** International Programs Senior Management Team | **LOCATION:** Dakar - Senegal |
| **GRADE**: Senior Level | **CONTRACT LENGTH:** Open ended |
| **CHILD SAFEGUARDING:**Level 3 - the responsibilities of the post may require the post holder to have regular contact with or access to children or young people |
| **ROLE PURPOSE:** As Save the Children’s (SC’s) Regional Director for West and Central Africa (WCA), you will be leading the organization’s efforts to ensure that by 2030 all children – in one of the most complex regions in the world – can survive, learn and be protected from violence. COVID-19, conflict and climate together are negatively impacting children on a greater scale than we have seen in decades. To counter these forces, during the 2022-24 strategy period Save the Children will transform our impact for children with renewed urgency. We will drive four strategic goals that are mutually reinforcing in a child’s life – ensuring a healthy and nutritious start, a safe return to school and learning, a life free from violence, and a resilient family with resources to support them. We will change how we work as one global diverse organisation, more strategically with partners, and in alliance with children and local actors, so we can accelerate impact – leveraging advocacy and campaigning, digital and data, and improving our efficiency and return on resources.Save the Children works in 10 countries and with partners in another 6 countries in the WCA Region with approximately 2,400 staff and an annual expenditure of approximately $220 million. We are also a key humanitarian player and leading voice for children in the region. As a key member of the International Programs Senior Management Team, you will have shared accountability for Save the Children’s global humanitarian and development programming of over $1 billion each year through an organisation of 17,000 people. To achieve our ambitious goals and breakthroughs for children, the leadership team will, in collaboration with Save the Children Members, drive increasing SC global growth and impact over the 22-24 strategy period. The Regional Director will lead the region in achieving SC’s strategy through the delivery of quality programs and strong advocacy for children, while meeting member and donor expectations for timely and effective operational delivery that is compliant with applicable legal, regulatory and policy frameworks. To this aim, the Regional Director will work very closely with the WCA Regional Office Senior Management Team, the WCA Country Directors, SC Members, and other stakeholders across the movement to engage with donors, the UN, and governments at all levels, leveraging the networks that support the SC mission, vision and strategy.An outstanding Regional Director is critical to ensuring the continued success of our mission in the region. To be successful in this role, the Regional Director will have significant senior level leadership and management experience in large and complex country and/or regional programs, as well as senior field experience in both long term development and humanitarian response. With substantial knowledge of international humanitarian systems, donors and institutions, and best practices in program quality and operations, the Regional Director will also have significant expertise in representation, negotiation and advocacy with government, donors and international organizations in order to influence policy for children and to establish sound and supportive partnerships with SC. |
| **SCOPE OF ROLE:** **Reports to:** Save the Children International Chief Operating Officer**Regional Dimensions:** Save the Children works in 10 countries and with partners in another 6 countries in the WCA Region with approximately 2,400 staff and an annual expenditure of approximately $220 million (Humanitarian 15% / Development 85%)**Key staff directly reporting to this post:** 7 Regional Office (RO) staff, including the full RO Senior Management Team, and 10 Country Directors in WCA |

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| **KEY AREAS OF ACCOUNTABILITY:*** **As a member of the International Programs Senior Management Team** contribute to strategic development and delivery of international programming, in both development and humanitarian contexts, in line with Save the Children mandate, strategy and theory of change.
* **Deliver transformational change within the region, including:**
* developing and delivering improved outcomes for children at scale through delivery of the Save the Children global program strategy and global initiatives
* overseeing the defining and implementing of the SC operating model for the region, in consultation with Director of International Program Operations to ensure fit for purpose and financially viable country offices
* engaging Save the Children staff, partners and other regional stakeholders to create real shared ownership, collaboration and a localised approach to our programmes, advocacy and campaigns
* Drive innovation and ensure best practices and evidence-based approaches are used in program design and delivery.
* creating an environment of continuous learning where staff are encouraged and supported to grow and develop and are willing to be held accountable for their commitments
* ensuring that the focus of the organisation remains on the rights and needs of children, speaking out when those rights are violated
* **Develop the capacity of, mentor and hold Country Directors accountable for:**
* developing strong country strategies and operational plans that identify and address significant issues facing children, and are in line with Save the Children’s overall strategy and theory of change, speaking out when children’s rights are violated
* preparing for and implementing rapid and effective responses to major emergencies affecting children, including building relationships with key humanitarian and development decision makers and partners in country
* delivering programmes, advocacy and campaigns in line with country strategies, operational plans, budgets and Member requirements that result in significant impact for children at scale
* developing and maintaining good relations with Members and their donors
* Developing country programs to become the leading NGO platform addressing children’s issues in country along with local actors, communities and children themselves
* developing and maintaining efficient and effective operational systems, and ensure compliance with **all** Save the Children policies, procedures and standards
* maintain effective safety and security management systems and ensure compliance with all global/regional safety and security operating standards
* developing and coaching staff to optimise their potential in pursuit of Save the Children’s objectives and ensure succession planning for key positions.
* contributing to global knowledge and learning in Save the Children
* **Develop the capacity of, mentor and hold the Regional Office Senior Management Team accountable for:**
* role modelling and leading the way on the values and ways of working within the Save the Children context and approaches
* developing strong regional strategies and operational plans that identify and address significant issues facing children, and are in line with Save the Children’s overall strategy (with a focus on Global Initiatives) and theory of change
* preparing for and implementing rapid and effective responses to regional level emergencies
* delivering any regional programmes and advocacy in line with regional strategies, operational plans, budgets and Save the Children Member requirements that result in significant impact for children
* providing excellent support to country offices and building capacity across the whole range of functions and activities including working effectively with members, management support and oversight (i.e. Finance, IT, HR and Administration), program technical support, (including advocacy, campaigns and communications), safety & security and emergencies
* developing and maintaining excellent relations with Members in region and their donors
* building relationships with key regional decision makers and partners, both development and humanitarian;
* developing and maintaining efficient and effective operational systems, and ensure compliance with **all** Save the Children Essential Standards
* developing and coaching staff to optimise their potential in pursuit of Save the Children’s objectives
* contributing to global knowledge and learning in Save the Children
* **Develop a high performing organisation:**
* role model and lead the way on the new ways of working within the Save the Children context and approaches, with focus on driving high quality and consistent excellence in delivery through a data and fact driven approach (KPIs, RFT etc.)
* ensure the regional and country offices are adequately prepared and resourced for the deployment of SC global projects
* optimise our potential in pursuit;. of Save the Children’s objectives with a particular focus on recruiting the best staff, leadership development and talent management within the region
* contributing to global leadership efforts in pursuit of the 2022-24 strategy and the 2030 Ambition
* creating a culture of continuous learning where staff are encouraged and supported to grow and develop and are willing to be held accountable for our commitments
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| **SKILLS AND BEHAVIOURS (our Values in Practice)****Accountability:*** Holds self-accountable for making decisions, managing resources efficiently, achieving results together with children and role modelling Save the Children values
* Holds the team and partners accountable to deliver on their responsibilities - giving them the freedom to deliver in the best way they see fit, providing the necessary development to improve performance and applying appropriate consequences when results are not achieved
* **Creates a managerial environment across the Region to lead, enable and maintain our culture of child safeguarding**

**Ambition:*** Sets ambitious and challenging goals for self and team, takes responsibility for own personal development and encourages team to do the same
* Widely shares their personal vision for Save the Children, engages and motivates others
* Future orientated, thinks strategically and on a global scale

**Collaboration:*** Builds and maintains effective relationships, with their team, colleagues, Members, donors and partners
* Values diversity, sees it as a source of competitive strength
* Approachable, good listener, easy to talk to

**Creativity:*** Develops and encourages new and innovative solutions
* Willing to take disciplined risks

**Integrity:*** Honest, encourages openness and transparency
* Always acts in the best interests of children
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| **QUALIFICATIONS AND EXPERIENCE*** Experience of building, leading and developing a large, dispersed team of senior staff with different backgrounds and expertise
* Experience of managing a major crisis requiring quick changes to priorities and rapid action to respond
* Experience of leading change in a complex global organisation which has led to significant results for the organisation and their stakeholders
* Demonstrable security management experience in a complex environment with a commitment to ensuring staff safety & security
* Experience in working in rapidly changing political environments and/or other unstable operating settings
* Experience of building personal networks at senior levels, resulting in securing significant new opportunities for the organisation
* Experience of solving complex issues through analysis, definition of a clear way forward and ensuring buy in
* Strong understanding of program, financial and operational management processes
* Strong understanding of key trends in international and humanitarian development
* Commitment to Save the Children values

The individual must clearly have a passion for the mission of Save the Children. The incumbent will be the external facing side of Save the Children in the WCA region and should bring with the reputation and gravitas that such a role would entail. This individual should also have access to and network with key stakeholders such as country governments, regional bodies, civil society and other key partners to be able to make inroads to these institutions.Fundraising is of fundamental importance for the organisation and it will be important for this individual to bring an understanding of sources of funds and, ideally, an individual network that could help be the champions for the cause of Save the Children.It is also vitally important that this individual come from a background and organisation where they had significant experience to understand the operational imperatives of managing a large budget and complex set of programs in such challenging humanitarian contexts.High personal integrity and passion for the mission of Save the Children are fundamental for this senior strategic leadership role. The right candidate will be honest, encourage openness and transparency, defend and promote child rights and always act in the best interest of children. |
| **Additional job responsibilities**The duties and responsibilities as set out above are not exhaustive and the role holder may be required to carry out additional duties within reasonableness of their level of skills and experience. |
| **Equal Opportunities** The role holder is required to carry out the duties in accordance with the SCI Equal Opportunities and Diversity policies and procedures. |
| **Child Safeguarding:**We need to keep children safe so our selection process, which includes rigorous background checks, reflects our commitment to the protection of children from abuse. |
| **Safeguarding our Staff:**The post holder is required to carry out the duties in accordance with the SCI anti-harassment policy |
| **Health and Safety**The role holder is required to carry out the duties in accordance with SCI Health and Safety policies and procedures. |
| **Date of issue: March 2023 Author : David Wright** |