

Country Director, Cambodia

As the Country Director for ChildFund Cambodia, you lead all aspects of ChildFund’s strategy and operations in Cambodia, working closely with the Senior Management Team in-country and the Executive team in Sydney (HQ). The Country Director provides leadership to the Senior Management Team (SMT) and builds a positive work culture, in line with ChildFund’s Vision, Mission and Values. You cultivate and strengthen effective working relationships with local partners under ChildFund Australia’s key strategic pillar of locally-led development. You also work closely with government, donors, other INGOs, the local community as well as the ChildFund Australia Management team and the ChildFund Australia Programs team, to ensure our programming and projects delivery is aligned with best practices in the sector.

Key Duties

- Lead the implementation of the Country Strategy for ChildFund Cambodia, in alignment with the ChildFund Australia Strategic Plan
- Provide strategic direction for ChildFund Cambodia’s programs, to ensure the delivery of high quality, child-centred development programs
- Actively support ChildFund’s commitment to locally-led development, including review and strengthening of partnership arrangements with local NGOs, and identify appropriate new local partnership initiatives
- Represent ChildFund in Cambodia by developing and maintaining effective working relationships with government, donor agencies, international NGOs, multilateral agencies, the ChildFund Alliance, and other key stakeholders
- Identify fundraising opportunities in collaboration with ChildFund Australia; ensure adequate grants compliance relating to ChildFund Cambodia’s grants portfolio; and seek diversification of resource mobilisation in the context of decreasing regular giving funds.
- Manage all Cambodia field offices including human resource development, program delivery, financial management, and legal and regulatory compliance
- Oversee organisational policy implementation and compliance, and adequate risk management processes in the Country Office, as well as across project-implementing partners
- Contribute to the overall operational effectiveness of ChildFund Australia as an active member of the Country Office Leadership Team
- Promote strong Child Safeguarding, and Prevention of Sexual Exploitation, Abuse and Harassment (PSEAH) practices, in line with ChildFund’s Safeguarding policies and procedures, to ensure that all staff are alert and responsive to any safeguarding risks and concerns
- Promote and integrate gender equality, disability, and social inclusion into day-to-day work

Qualifications & Experience

- Graduate degree in social sciences, economics, finance, public policy, international studies, management, health, education, child protection, or other relevant discipline
- Minimum of 7 years’ experience in the design, delivery and/or management of international development programs, with a focus on bottom-up, participatory, and community-driven programming
- Experience with and a commitment to locally-led development and partnership approaches
- Demonstrated ability to engage at a high level with government officials, senior INGO and UN agency staff
- In-depth understanding of current development issues in Cambodia, at both the practice and policy levels
- Experience effectively running an organisation or office, particularly the management of financial and administrative systems, including grants, budgets, general office management, human resources, IT, and other systems
- Experience in grant management, especially with a diverse donor portfolio, including CSOs, DFAT, the EU, and others
- Experience managing disaster responses initiatives
- Demonstrated understanding of gender equality, disability, and social inclusion.
- Good command of written and spoken Khmer and English

At ChildFund Australia, all staff must remain alert and responsive to any child safeguarding or sexual exploitation, abuse, or harassment (SEAH) risks. Staff will acquire the knowledge and skills needed to understand our Child Safeguarding and PSEAH policies & procedures, promote strong safeguarding practices, and conduct themselves consistent with these policies.

Skills & Qualities

- A strong leader and great role model for others that supports people in achieving their goals, upholds organisational values, and furthers the goals of the organisation
- Excellent at building and managing relationships with key stakeholders
- Exceptional problem-solving abilities, and open to learning innovative new approaches
- An energetic, passionate motivator and creative thinker that remains positive, even in challenging situations
- An excellent communicator fluent in both English and Khmer that excels at conveying ideas

Childfund Australia’s Values

Respect, Integrity, Collaboration, Change, Empowerment & Excellence

Location: ChildFund Cambodia, #30 Street 228, Sangkat Chaktomuk, Khan Daun Penh, Phnom Penh
Employment: Full-time
Reports to: CEO, ChildFund Australia
Please apply at: <https://www.childfund.org.au/work-with-us/>





ORGANISATIONAL CONTEXT

ChildFund Cambodia is the representative office of ChildFund Australia – an independent international development organisation that works to reduce poverty for children in developing communities.

ChildFund Australia is a member of the ChildFund Alliance – a global network of 11 organisations which assists 36 million children and their families in 70 countries. ChildFund Australia is a registered charity, a member of the Australian Council for International Development, and fully accredited by the Department of Foreign Affairs and Trade which manages the Australian Government’s overseas aid program.

ChildFund began working in Cambodia in 2007 and works in partnership to create community and systems change which enables vulnerable children and young people, in all their diversity, to assert and realise their rights. Projects are implemented in the rural districts of Svay Rieng, Kratie, Prey Veng and Battambang provinces among others focused on improving protection and connection for excluded or marginalised children, their families, and communities.

With a focus on child protection and resilience, quality education, disaster risk reduction and climate change adaptation, improved local governance, , and youth empowerment, ChildFund Cambodia is also working to strengthen the government’s policy frameworks to improve early grade reading performance through technology interventions, and build community-based child protection mechanisms.

ChildFund Cambodia implements its programs in collaboration with local civil society organisations, and seeks to increase its programming through locally led development partners in partnership with the relevant ministries and government departments.

HOW WE VALUE YOUR CONTRIBUTION

Remuneration Package

We aim to provide an overall remuneration package that is attractive and fair. Our remuneration framework ensures that we align to employment conditions and laws, and we benchmark against the local market to ensure we offer competitive employment conditions that are appropriate to our sector.

Besides your salary, you will be eligible for health allowance, 13th month salary, and other benefits as stated in employee handbook.

Flexible Working Arrangement

We encourage a culture of flexibility with working arrangements and enable conversation between yourself and your manager about maintaining work-life balance.

Leave

You will have access to 18 days of paid annual leave, and 10 days sick leave. You are also entitled to paid official holiday following government regulation, paid parental leave, and 4-months paid maternity leave.

Learning and Development

Our approach to learning and development will support you to have the information, skills, and knowledge needed to do your job and to grow in your position. We build the capacity of our people and support you with on-the- job experience, coaching and formal training as agreed by you and your manager.

OUR VISION: A world without poverty where all children and young people can say: “I am safe. I am educated, I contribute. I have a future.”

OUR MISSION: We partner to create community and systems change which enables vulnerable children and young people, in all their diversity, to assert and realise their rights.

At ChildFund Australia you will be contributing to our programs which working with and through partners protect, educate and empower children and