

Country Director, Timor-Leste

As the Country Director for ChildFund Timor-Leste, you lead all aspects of ChildFund's strategy and operations in Timor-Leste. 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 effective working relationships with local partners, government, donors, and the local community. You work closely and collaboratively with the ChildFund Australia Management team, as well the ChildFund Australia Programs team, to ensure our programming and projects delivery is aligned with best practices in the sector.

Key Duties

- Define and implement the Country Strategy for ChildFund Timor-Leste, in alignment with the ChildFund Australia Strategic Plan
- Lead and provide strategic direction for ChildFund Timor-Leste's programs, to ensure the delivery of high quality, child-centred development programs
- Strengthen ChildFund's Monitoring and Evaluation approaches and organisational learning culture
- Lead ChildFund's commitment to localisation and locally led development approaches, review and strengthen partnership arrangements with local NGOs, and identify appropriate new local partnership initiatives
- Represent ChildFund in Timor-Leste 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's advisors, ensure adequate grants compliance relating to ChildFund Timor-Leste's grants portfolio, and be responsible for Resource Mobilisation
- Manage the Dili Office of around 30 staff, including human resource development, program delivery, financial management, and legal and regulatory compliance
- Lead organisational policy development 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
- Strengthen local partnerships and/or relationships through capacity sharing to support localisation and locally-led development
- Promote and integrate gender quality, 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 Timor-Leste, 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 DFAT, MFAT, the EU, and others
- Experience managing disaster responses, and programs that influence policy design and implementation

Desirable

- Demonstrated understanding of gender equality, disability, and social inclusion. OR Demonstrated experience implementing gender, disability, and social inclusion integration across project cycle

Skills & Qualities

A strong leader and great role model for others. Who supports others in achieving their goals, and the goals of the organisation

Excellent stakeholder management capabilities

Exceptional problem-solving abilities

An energetic, passionate motivator, creative thinker, with an entrepreneurial spirit

Excellent communicator fluent in English and Tetun

Childfund Australia's Values

Respect, Integrity, Collaboration, Change, Empowerment & Excellence

Location: ChildFund Timor-Leste, Dili
Employment: Full-time
Reports to: CEO, ChildFund Australia
Please apply at: <https://www.childfund.org.au/work-with-us/>





ORGANISATIONAL CONTEXT

ChildFund Timor-Leste is a 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 12 organisations which assists almost 23 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 work in Timor-Leste in 1990, originally under the management of ChildFund International. Since October 2017, it has operated as an office of ChildFund Australia 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.

ChildFund Timor-Leste’s projects focus on maternal and child health, nutrition, early childhood development, education, youth empowerment and disaster preparedness. ChildFund Timor-Leste aims to demonstrate effectiveness and accountability in its program activities and add value to the efforts of its partners through quality programs that are respectful, responsive, and relevant in helping children in poverty, their families, and communities.

ChildFund Timor-Leste is working with rural communities to build a new, stable, and prosperous future for what is one of the world’s youngest nations.

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 are aligned with employment conditions and laws, and we benchmark against the local market to ensure we offer competitive employment conditions appropriate to our sector.

Leave

You will have access to 15 days of paid annual leave. You are also entitled to personal leave, maternity leave and parental leave.

Health Insurance & Bonus

ChildFund will cover health costs for you and your immediate family members. ChildFund will pay the contribution of social security to you and provide payment in December of each year of a thirteenth month salary.

Learning and Development

Our approach to learning and development will enable 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.

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 protect, educate and empower children and young people.