



Where childhood thrives, war does not.

Title:	Country Director
Start Date:	As soon as possible
Reports to:	Chief Operating Officer, Toronto, Canada
Travel:	Regular field travel is required
Location:	Kampala, Uganda
Open to:	Ugandan nationals and nationals of the East Africa region
Closing Date:	January 28 th , 2025

Background

War Child Canada is a registered Canadian charity based in Toronto that works to accelerate peace and disrupt the cycle of violence by investing in and empowering local communities to build brighter futures through comprehensive, evidence-informed programs that foster resilience, self-reliance, and self-determination.

War Child Canada is globally recognized for our grassroots, community-driven model of humanitarian action that's rooted in collaboration and entirely locally led. We have developed a solid track record of long-term, sustainable impact supporting children and families living in areas dominated by conflict.

War Child Canada works with some of the most vulnerable populations around the world and is a leader in developing and implementing programs specifically targeting and protecting children, women, and displaced people living in the most complex humanitarian environments in Afghanistan, the Democratic Republic of Congo, South Sudan, Sudan, Uganda, and Yemen.

Context

War Child Canada's current programming in Uganda focuses on improving access to education, livelihoods, and legal protection services for refugees and host communities, particularly youth and vulnerable groups. The country program integrates protection and resilience across interventions to address the challenges posed by Uganda's growing refugee population, which stands at over 1.7 million. War Child Canada's country strategy aims to enhance access to legal services, improve education services and infrastructure, expand community-based mentorship for livelihoods, and promote self-reliance among refugees through resilience programming.

Key projects include the BRIDGE initiative, expands youth access to quality education through Accelerated Education Programs, transitioning them into TVET and higher education for workforce preparation and the Geared for Success project, which improves access to education and protection services for refugee and host communities. War Child Canada is scaling market-oriented education through vocational training and entrepreneurship support, with a focus on gender inclusion and youth empowerment. Protection initiatives include case management, legal aid services, and mental health and psychosocial support, with efforts to integrate these services into education programs. The program emphasizes capacity building for local organizations and community engagement, particularly refugee-led organizations, while adapting to Uganda's dynamic context, including conflict-driven refugee influxes and economic pressures.



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Position Summary

The Country Director is responsible for the overall leadership and strategic direction of War Child Canada's program in Uganda. This includes providing management oversight for operations, program implementation, and ensuring the country's program aligns with War Child Canada's global objectives. The Country Director will drive fundraising initiatives, represent War Child Canada within key local networks, and maintain strong donor relationships to secure funding for program expansion.

The Country Director will also ensure effective financial, security, and human resource management, driving results while adhering to the organization's core values. This position demands a high level of collaboration with HQ, local partners and networks, staff, and key stakeholders in Uganda.

Responsibilities

Leadership and Management of the country program (30%)

1. Lead the strategic direction, growth, and expansion of War Child Canada's Uganda program, ensuring alignment with organizational objectives.
2. Oversee the implementation of the Country Strategic Plan, ensuring robust monitoring and evaluation systems to track progress and outcomes.
3. Ensure compliance with all reporting obligations, including narrative and financial reports, meeting deadlines and maintaining high-quality standards.
4. Develop annual plans in collaboration with HQ and provide guidance and support to ensure the successful delivery of programs.
5. Foster a high-performing team culture focused on delivering impactful, community-driven results, ensuring programs adapt to evolving needs.

Fundraising and Donor Engagement (30%)

1. Drive in-country fundraising efforts through building strong relationships with institutional donors, international partners, and local stakeholders.
2. Collaborate with HQ to design and develop compelling project proposals that align with donor priorities and War Child Canada's strategic objectives.
3. Identify new funding opportunities and innovative partnerships to ensure the sustainability and growth of the Uganda program.
4. Monitor donor engagement activities, ensuring reporting and communication needs are met promptly.

External Relations and Representation (10%)

1. Represent War Child Canada in key national forums, coordinating with governments, donors, and NGOs to advocate for children and families affected by conflict.
2. Cultivate and maintain strategic partnerships with national and international organizations to enhance the visibility and impact of War Child Canada's work.
3. Ensure War Child Canada's mission and programs are well-represented and understood by key stakeholders, including the media and community leaders.



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Financial and Resource Management (10%)

1. Ensure the effective and efficient management of the country's budget, including accurate financial reporting and forecasting in collaboration with HQ.
2. Monitor project spending and ensure compliance with War Child Canada's financial policies, maintaining accountability and transparency.
3. Implement and oversee robust financial controls, ensuring that resources are used efficiently to achieve programmatic objectives.

Human Resources and Team Management (10%)

1. Provide strategic oversight of all War Child Canada staff in Uganda, fostering a collaborative and inclusive work environment.
2. Lead recruitment processes, including identifying local staff needs and supporting talent development to build a high-performing team.
3. Ensure the implementation of effective human resource policies, promoting a positive workplace culture that is equitable, transparent, and supportive of staff well-being.
4. Mentor and provide professional development opportunities for national and international staff, enhancing team capabilities.

Risk and Incident Management (10%)

1. Develop, implement, and regularly update comprehensive risk management plans that prioritize staff well-being, adherence to safeguarding requirements, and program continuity.
2. Coordinate with local authorities, partners, and other organizations to monitor the risk environment, addressing potential safeguarding risks and ensuring that protocols align with War Child Canada's Code of Conduct and organizational standards.
3. Lead risk and incident management efforts, including risk identification, timely reporting, and response to incidents, with a focus on continuous improvement through post-incident reviews.
4. Promote a culture of safety and well-being by ensuring that all staff members are trained on risk management protocols, safeguarding and Protection from Sexual Exploitation and Abuse (PSEA) policies, and the importance of ethical conduct, fostering a secure working environment and a survivor centred approach.



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Qualifications

Experience & Knowledge

1. Bachelor's or Master's degree in International Development, Social Sciences, Education, or related field.
2. A minimum of 10 years' experience in a senior management role, including at least 4 years in a country leadership position in a humanitarian or development context.
3. Proven experience managing multi-disciplinary teams and delivering results in challenging, resource-constrained environments.
4. Demonstrated success in fundraising, including engaging with institutional donors, and securing large-scale project funding.
5. Extensive experience in program design, implementation, and management, particularly in the sectors of education, child protection, and livelihoods.
6. A strong understanding of security and incident management in conflict-affected regions, with a proactive approach to risk mitigation and staff safety.
7. Previous experience in Uganda is highly desirable.

Skills & Ability

1. Excellent verbal and written communication skills in English, with the ability to engage and influence stakeholders at all levels.
2. Strong strategic thinking and problem-solving abilities, with a proven ability to adapt to changing contexts and challenges.
3. Ability to lead cross-functional teams, manage complex projects, and maintain focus on program outcomes.
4. High level of cultural sensitivity and the ability to work effectively in diverse and complex environments.
5. Strong organizational, analytical, and planning skills, with an ability to handle multiple tasks simultaneously in a fast-paced environment.
6. Self-motivated and resilient, with the ability to work independently and as part of a team.
7. A commitment to War Child Canada's values, including the protection and promotion of children's rights, gender equality, and inclusion.



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Compensation & Benefits

We offer a highly competitive salary and benefits package that is commensurate with your experience and qualifications.

Application Process

All interested applicants are invited to submit their application through this [link](#).

Only those applicants selected for an interview will be notified. We regret that we cannot entertain phone calls. War Child Canada is an equal-opportunity employer.

War Child Canada is committed to providing a work environment in which all individuals are treated with respect and dignity.

Final candidates will be vetted in accordance with War Child Canada's Child Safeguarding Policy and Prevention of Sexual Abuse and Exploitation Policy, including appropriate reference and security checks.

Aligned to War Child Canada's commitment to localization, we strongly encourage applications from qualified Ugandan nationals and individuals from the surrounding region, with a particular emphasis on women and underrepresented groups. War Child Canada is committed to fostering an inclusive and diverse workforce that reflects the communities we serve, and we welcome candidates who bring local knowledge and a deep understanding of the national context.

War Child Canada is committed to providing an accessible workplace. Accommodation is available upon request for individuals with disabilities.