APPOINTMENT OF
UGANDA COUNTRY DIRECTOR

www.childsifoundation.org
applications@childsifoundation.org
Child’s i Foundation is a Ugandan based charity with an international reputation for advocating child rights and creating community based alternatives to orphanages. A small non-profit with a big impact, we work with governments, national partners and our worldwide network of supporters to highlight the harm and cost of orphanages in Uganda and globally. We’re helping to reimagine the whole child protection and care system, repurpose orphanages and rebuild services at the heart of communities that are designed to strengthen and support birth, foster and adoptive families. Because every child needs a loving family, we are Child’s i.

**VISION**

One day, in a Uganda free of orphanages, all children will belong and grow up in safe and loving families.

**MISSION**

Our mission is to enable Uganda to fully commit as a nation to curb the spread of orphanages, repurposing the orphanages that exist and reimagining the way it cares for vulnerable children and young people.
OUR VALUES

WE DON'T COMPROMISE
Children come first in everything we do. We only do what’s in their best interest.

WE COLLABORATE
We work in partnership and harness the collective wisdom that emerges when individuals work together.

WE INNOVATE
We reimagine solutions and alternatives to orphanages.

WE ARE FEARLESS
We stand up for children and we’re fearless in challenging practices are harmful to them.

If you share our values, and believe that every child deserves to grow up in a family and not in an orphanage, we want to hear from you.
ROLE DESCRIPTION

We are looking for a talented, dedicated and passionate leader to be our Country Director, to help us achieve our vision of a Uganda free of orphanages where every child grows up in a safe and loving family. You will lead a team of 40 professionals undertaking innovative and pioneering programmes across Uganda, providing the evidence-base that will influence national and global policy in child protection and care system reform to prioritise family-based care over orphanages.

SAFEGUARDING

Be uncompromising in ensuring the best interest and safeguarding of children in our care.

- Demonstrate commitment and model organisational values and behaviours that uphold the principles of our safeguarding commitment, ensuring the framework is effective.
- Embrace and lead implementation of the organisations’ commitment to safeguarding and respecting children and young people irrespective of any aspect of their background or identity.
- Ensure we recognise and respond to the specific safeguarding risks.
- Ensure staff, volunteers and associates work and interact safely, adopting appropriate codes of conduct with each other and children and young people.
- Ensure staff are aware of and understand the problem of abuse and their roles and responsibilities to prevent harm and keep children and young people safe and protected.
- Ensure that the children, young people and communities we work with are aware of the Safeguarding policy so they know what behaviours to expect and how to report any concerns.
- Ensure that staff, volunteers and associates are clear on what steps to take when concerns arise and that the organisation can respond effectively to these concerns.

LEADERSHIP

Demonstrate inspiring leadership in promoting and implementing the values, the vision, and the strategic goals of Child’s i Foundation.

- Provide strategic guidance, professional advice and mentorship to the management team.
• Work closely with the Director of Human Resources to oversee performance management and development for all staff with a focus on ongoing capacity building for the entire organisation.
• Ensure the programmes in Uganda are delivered and aligned with our strategic framework.
• Explore and harness opportunities to grow the organisation and further Childs i’s mission.

**ORGANISATION & PROGRAMME OVERSIGHT**

Ensure project management systems for planning, delivery and evaluation for clearly measurable impact are in place.

• Provide overall leadership to the team in Uganda to implement the country programmes.
• Ensure compliance by all staff and partners with our Safeguarding Policy and project safety standards.
• Work with the Ugandan board and the CEO to align the team to strategic objectives by setting and managing annual work plans and budgets.
• Ensure the highest level of project quality and accountability.
• Ensure all Child’s i Foundation’s policies are implemented and regularly reviewed.
• Monitor and control expenditure and propose revised forecast and budgets as necessary to the CEO and the Ugandan board.
• Ensure our programmes have the necessary agreements in place with Government to succeed.
• Work with the Programmes delivery and MEAL team to ensure adequate monitoring, evaluation and reporting systems are in place to facilitate learning, accountability and quality assurance.
• Ensure timely and accurate reporting documenting our progress, our challenges, and how we overcame them.

**BUSINESS DEVELOPMENT**

Ensure growth in capacity including the quality of projects, finances, human resource, new project opportunities and in strategic partnerships.

• Ensure the preparation, accuracy and timely submission of reports in accordance with grant agreements.
• Work with the CEO and fundraising team in the UK and Uganda to develop creative fundraising proposals and activities to strengthen programme funding and deepen relationships with donors and supporters.
• Co-ordinate the development of quality funding proposals and respond to calls for proposals.
• Facilitate donor visits, donor meetings, round table discussions and programme evaluations.
• Ensure that effective grant management systems are in place.
ADVOCACY & REPRESENTATION

Lead the execution of our advocacy strategy, in partnership with the Programmes and Communications, Advocacy, and Fundraising team, with a focus on key government leaders, NGOs and funders.

- Represent us on technical working groups, conferences, workshops & committees to promote Child’s i Foundation at a Government and sector level.
- Ensure Child’s i Foundation builds links and strengthens relationships with those supporting and championing our work in Government.
- Build strong professional relationships with key stakeholders championing de-institutionalisation and system reform.
- Build Child’s i Foundation’s brand recognition through strategic partnerships, media exposure and thought leadership.
- Establish a national alliance and regional strategic relations with partners working in alternative care and de-institutionalisation.
- Maintain a strong presence on social media and champion our values.

GOVERNANCE

The Board in Uganda is a well-functioning, active and useful support for the rest of the organisation.

- Regularly update and involve the Uganda Board in progress and challenges and support the Chair to convene quarterly meetings.
- Report to both the UG and UK board against the organisational strategy, targets and budget and ensure that Child’s i complies with the high standards of probity and good governance.
- Ensure that Child’s i operates within the terms and conditions of all legal agreements with the Ugandan Government.

JOB SPECIFICATIONS

- At least 5 years’ experience in a senior management post in international development.
- Child protection sector experience required, preferred in Africa.
- Experience of project management and implementation of complex programmes and projects, at scale.
- Knowledge and experience managing compliance to diverse donors (USAID, DFID, EU etc.)
- Proven experience in proposal development and a track record in raising funds.
- Experience in multitasking in a fast-paced environment, working both independently and as part of a team.
- Proven experience as a representative of a leading organisation with a reputable national programme.
- Demonstrable network of contacts and recognised in the child protection sector.
- Experience of collaborative work with other agencies and government.
- Excellent written and oral presentation skills.
- Strong people and financial management skills.
- Experience of the supervision and staff capacity development.

**PERSONAL QUALITIES**

- Passionate about child protection and care reform.
- Ability to think strategically and have attention to detail.
- Be creative, inspiring and innovative.
- Ability to manage difficult situations and to use available resources to problem solve.
- Confident and assertive.
- Good verbal and written communication.
- Adaptable and able to effectively manage change.
- Manage pressure well whilst looking after themselves and others.
- Reflective but action oriented.

**BENEFITS**

- Flexible working arrangements.
- Investment in training and development.
- Salary is attractive and commensurate with experience.
- Benefits include medical insurance & 21 days annual leave.
- Two flights to the UK a year (budget presentation to the UK board with CEO and one fundraising trip.)

This role is based in Kampala, Uganda with occasional travel in-country to District field offices.

The role reports to the Chief Executive Officer, and is a full-time, 40hrs/week post.

**Our work with children to keep them safe is the most important thing we do. We are committed to the safeguarding of children in all areas of our work. Successful applicants will be expected to be compliant and sign up to our Safeguarding policy.**
HOW TO APPLY

Send applications by CV and covering letter to rhona@futureoptions.org

Deadline for applications is 5pm EAT on Wednesday 29 July, 2020

We will contact only the shortlisted candidates.

Initial Interviews will be held the week commencing 24 August 2020.

Child's i Foundation is an equal opportunity Employer and prohibits discrimination and harassment of any kind.

Employment with Child’s i will be subject to the following checks prior to your start date:
- A satisfactory police record check
- International Criminal Record Check
- Receipt of three satisfactory references
- Proof of eligibility to work in Uganda

For general information about working for Child’s i visit www.childsifoundation.org