

ROLE PURPOSE: Country Manager



Our Vision

A world in which no person is needlessly blind or vision impaired



Our Purpose

We are determined to deliver Fred Hollows' vision of preventing blindness and restoring sight.

We work around the world so that no one is left behind, and in Australia we work tirelessly to ensure that Aboriginal and Torres Strait Islander people can always exercise their right to sight and good health.

Our priority is to work with communities to improve their own eye health. We do this through life-changing surgeries and treatments, training doctors and health workers, generating new ideas, and pushing for change at all levels – from local to global.

At The Fred Hollows Foundation, we offer a career where your talent and energy will help many see tomorrow.

How we value your contribution:

Remuneration package

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

13th month payment

As a permanent employee, you will receive a payment equivalent to one month's salary each year (pro-rata for those working part of the year).

Leave

You will have access to annual leave each year (pro-rated for part-time employees) in line with local regulations. You will also have access to other leave such as personal (sick or carers) leave, maternity leave, paternity leave and compassionate leave.

Performance & development

Our performance and development framework enables you to work closely with your manager to plan, manage, and review your performance throughout the year. This approach also enables you to discuss development opportunities and areas for growth.

Learning & development

Our approach to learning and development will enable you to have the information, skills and knowledge needed to do your job. We build the capacity of our people and support you with on-the-job experience, coaching and formal learning.

Leadership

Leadership is a key priority for us. We have customized leadership programs for leaders at all levels that are focused on supporting our people to be inspired, empowered and to make an impact in their work so that together we can achieve our vision.

Study support

We are proud that so many of our people are tertiary educated and we are committed to supporting tertiary education that is relevant to your work through our global study assistance program. Relevant applications for study support are considered annually, providing financial assistance and study days.

Recognition

Our recognition program has been designed to recognize and acknowledge our people who live our values of Integrity, Collaboration, Empowerment and Action, in everyday activities. We recognize our people in three ways: Peer-to-peer, manager recognition, as well as length of service.

Flexible work arrangement

You will have access to flexible work arrangements. We encourage a spirit of mutual flexibility, enabling discussions between you and your manager about maintaining work-life balance.

Health & safety

We are committed to supporting your health, safety, and wellbeing. If required, you and your family will have access to free external, professional, and confidential counselling assistance if you need help with personal, family or employment related matters.

To work in The Foundation, you will:

- Be eligible to work in the country where you will be based
- Undergo background check including criminal records and qualifications check
- Undergo working with children check for positions which are identified as working with children.
- Be prepared to share evidence of full vaccination against COVID 19



Role purpose defines the broad accountabilities of the position, which may change based on organisational need.

Please refer to divisional, team and individual work plans for more specific details

ROLE PURPOSE

Role Title: Country Manager-Rwanda	Division: Programs	Location: Kigali, Rwanda	Date: August 2022
Employment type: Full Time/ Fixed Term contract with flexible work arrangement	Reports to: Cluster Lead-Kenya, Rwanda & Burundi	Number of direct reports: 2	Leadership Band: Leads Others

Purpose of the role:

The Country Manager is accountable for the strategic leadership and oversight of the Rwanda Program in alignment with The Foundation's operating model, including setting strategic direction of the Country Program, leading implementation of the country strategy, and supervising the Country Team.

You are the key liaison connecting global priorities with those of the Rwanda Program and will work in close collaboration with the Kenya Cluster, virtual Country Support Networks at the Africa, Middle East, and UK (AMUK) Hub and Global Office in Australia to drive the successful achievement of The Foundation's strategic objectives in Rwanda.

RESPONSIBILITIES:

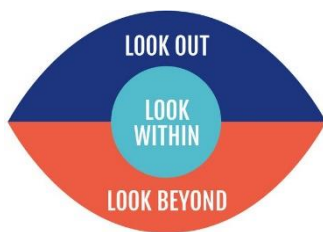
Country Program Leadership

- Accountable for the effective, and efficient delivery of Rwanda Country Program against the country strategy 2022-2026, annual operational plans and organizational performance and compliance requirements.
- Provide inspiring strategic leadership to the Country team and is accountable to ensure that The Foundation's profile and reputation with government and non-governmental partners are strong and reflect organizational vision, values, culture, policies, and procedures.
- Lead advocacy and sector initiatives, develop and strengthen strategic partnerships & linkages to support and increase the reach and impact of The Foundation's work within the Country Program.
- Ensure compliance of the Country Program with The Foundation's and donor policies and guidelines, risk, child protection and fraud prevention, including compliance with the health, safety and wellbeing and statutory regulation.
- In collaboration with the country support network, contribute to resource mobilization and lead development of new impact focused projects to expand the scope of existing projects
- Lead development and submission of high-quality annual budget process and other resource needs for the Rwanda Country Program, and ensure timely and accurate forecasts and expenditure spend / reporting
- Support the development and execution of high-quality Rwanda Country plans relevant to the local context and reflecting the global priorities, demonstrating progress in achieving the set measures / objectives.
- Participate in initiatives to increase The Foundation's visibility and enhance new and existing opportunities within the Country Program and across the Foundation.
- Support in development of structures and processes aimed at achieving efficiency and effectiveness through business partnering approach in use of Program Cluster, and Country Support Networks.
- Lead implementation of the Monitoring, Evaluation, Reporting, and Learning framework to strengthen performance of the Country Program.
- Ensure all Country Office staff have clear performance goals, development plans and regular performance reviews, which enable them to succeed.
- Strengthen the workplace culture, balancing the local context to the global organizational culture

Executive Contribution and Collaboration

- Prepare periodic and statutory reports for executive leadership team, and if need be, also for The Foundations Board of Directors.
- Lead organizational development initiatives in Rwanda Country Program to enable continuous improvement of The Foundation's work.
- Support the development of partnerships for fundraising and resource mobilization to support the work of the Rwanda Country Program and The Foundation.
- Ensure the Director of Global Program Implementation, Programs Executive Director, CEO and Board are provided with relevant, timely and accurate information and advice as required.

Our Capabilities:



As a member of the Foundation Family you will:

1. Live by the values of The Foundation and support The Foundation's culture, performance, and brand.
2. Adhere to all The Foundation's policies and procedures.
3. Strengthen the health, safety, and well-being of all/look out for the well-being.
4. Lead, collaborate and contribute to all interactions

Essential Experience:

- At least 8 years of demonstrated professional experience in similar role, preferably in Africa
- Demonstrated experience leading complex health programs with multiple implementing partners and institutional donors including USAID, DFID, and private foundations.
- Ability to influence government policies and practices
- Knowledge of application of project management cycle for development effectiveness and program impact.
- Demonstrated experience in business development and resource mobilisation
- Excellent partnership development and coordination skills, including with government, private sector stakeholders, development agencies/NGOs, and other donors at both senior and technical levels.
- Excellent experience in organizational development in fast evolving social and economic contexts including contribution to change processes.
- Good experience developing, resourcing, and implementing country strategies and translating them to organizational and individual objectives of the teams.
- English language fluency and excellent written and spoken communication skills.

Skills:

- Superior presentation skills (both written and oral) and ability to communicate technical materials to a mix of audiences and for differing purposes using print, electronic, and presentation media.
- Demonstrated capacity to work effectively in cross cultural / mixed language environments.
- Maturity, High degree of integrity and professionalism.

Desirable Experience:

- Experience in developing and/or implementing performance-based financing models within the government systems in Africa.
- Ability to effectively represent The Foundation at relevant high-level working/technical forums at regional and global levels.
- Familiarity with the public sector's mechanisms and policy/regulatory environment related to health financing in Africa.
- Experience implementing programs and projects under grants management processes and donor partners.

- Ability to independently plan and execute complex tasks, and work in close collaboration with other team members.
- Knowledge of French (spoken)

Qualifications:

- Minimum of master's degree or the equivalent in relevant field.

The position involves: This position is recognised as having "Contact with Children" either direct or indirect

Travel: International/Domestic

Additional Responsibility: N/A