



DIGNITAS

Job Posting: Malawi Program Country Director

Location: Zomba, Malawi

Type of contract: Full-time two-year contract with possibility of renewal

Anticipated start date: December 1, 2017

Salary and benefits: Salary commensurate with skills and experience, with a generous housing, travel, and health benefits package.

DIGNITAS INTERNATIONAL is a global medical and research organization dedicated to transforming patient health and health care systems for the most vulnerable people. By working in partnership with patients, health workers, researchers, and policymakers, we aim to realize this vision by tackling the barriers to health care in resource-limited settings. Combining frontline expertise and rigorous research, we save lives and defend the health and dignity of the world's most vulnerable by increasing access to care, strengthening health systems, and shaping health policy at the regional and international levels. Dignitas is a registered charity in both Canada and the United States. For more information, please go to our website <http://dignitasinternational.org/>.

THE POSITION

This is an exciting opportunity for a seasoned international development manager ready to bring strategic vision and excellence in operational management to a large and complex medical and research program.

The Malawi Country Director (CD) provides strategic leadership and operational oversight to a program of over 400 staff and an annual operating budget of \$10M USD. Working with the Malawi senior management team, the CD is directly responsible for shaping and sustaining the long-term vision for the program while ensuring its alignment with national policies and priorities. He or she is accountable for the effective management of the program cycle, and for delivering on all program outcomes as defined in the annual plan. The CD provides oversight of day-to-day program operations in line with Dignitas policies and operating principles, contractual obligations, as well as the political, social, cultural & economic environment. The CD represents Dignitas in Malawi, establishing and maintaining positive working relationships with donors, the NGO community and relevant government authorities.

The position salary will be commensurate with the experience level of the successful candidate.

KEY DUTIES AND RESPONSIBILITIES

- a. Strategic Program Development** (35% of time)- planning, program management, partnership development and management, grant management, strategic information management
- b. Operations Oversight** (20% of time)- human resources development & management, financial management, policies & procedures, risk management
- c. Advocacy and Representation** (25% of time)- national and local representation, advocacy strategy and influencing
- d. Fund Development** (10% of time) - prospecting, in-country fundraising planning and implementation, proposal development, donor relations.
- e. Organizational Development** (10% of time)- in-country and internationally

CANDIDATE QUALIFICATIONS AND EXPERIENCE

- MPH, MBA or equivalent post graduate degree in International Health, International Development Studies, International Relations, or similar discipline
- experienced leader with at least 8-12 years senior management experience in multiple countries; at least 3-5 years as the head of a medium to large country program of a health-focused development INGO, preferably in Africa
- minimum of 5 years international experience working in public health or health systems strengthening; strong knowledge and experience of the health sectors in a developing countries, including HIV and AIDS; medical background or experience is considered an asset
- demonstrated success in country program strategic planning, program design and organizational development
- track record in building, leading and developing high performance teams with a range of backgrounds and expertise
- extensive experience in budget control, budget management and donor compliance, previous experience in implementing USAID/USG grants is essential
- proven track record in building a sustainable funding base for programs, including securing medium to large-scale institutional grants, including USAID
- extensive experience in high level representation at policy level, managing government relations and working in partnership with government ministries and other national level stakeholders, with demonstrated success in bringing about evidence-based policy change at the organizational and local/national government levels
- experience in monitoring and evaluation of complex programs

SKILLS AND COMPETENCIES

- strong technical skills in program design and development
- ability to identify and analyze opportunities that contribute to strategic goals, and translate them into practical plans and actions
- superior networking skills, and in building productive working relationships with team colleagues, partners, donors, and other stakeholders
- excellent interpersonal and diplomacy skills with an exceptional aptitude for negotiation

- ability to foster an organizational learning culture that champions innovation and best practice
- ability to collaborate, consult, influence, and achieve buy-in from others
- ability to work in cross-cultural and multi-disciplinary settings
- sound understanding of practical innovation within the health sector
- practical understanding of quantitative and qualitative research methodologies in support of program development and policy influencing
- results-driven mindset with a high degree of initiative
- flexible and collaborative team player, with a high energy, positive “can-do” attitude
- excellent verbal and written English communication skills
- commitment to Dignitas’ values and mission

OTHER REQUIREMENTS

- ability to travel internationally (a valid passport is required)

WORKING CONDITIONS

- office setting with frequent travel within Malawi, and between Canada and Africa
- regular evening and weekend hours required

HOW TO APPLY

For a copy of the full job description, please go to <http://dignitasinternational.org/careers/>

Please forward full a curriculum vitae and cover letter to jobs@dignitasinternational.org with ‘**Malawi Country Director**’ in the subject line.

Closing date is September 19, 2017 at 12 pm EST.

We sincerely thank all those who apply, however only those considered for an interview will be contacted. Applications will be short-listed on a regular basis and the position may be filled prior to the closing date.