

TITLE: COUNTRY DIRECTOR PERU	
TEAM/PROGRAMME: Latin America and the Caribbean Regional Senior Leadership Team	LOCATION: LIMA, PERU
GRADE: INT-2 / NAT-EXE	CONTRACT LENGTH: Open Ended
<p>CHILD SAFEGUARDING: (select only one)</p> <p>Level 3: the post holder will have contact with children and/or young people <i>either</i> frequently (e.g. once a week or more) <i>or</i> intensively (e.g. four days in one month or more or overnight) because they work country programs; or are visiting country programs; or because they are responsible for implementing the police checking/vetting process staff.</p>	
<p>ROLE PURPOSE: As a member of the Latin America and the Caribbean Senior Leadership team, you will be part of a dynamic team of regional leaders striving to expand and strengthen Save the Children's international development and emergency programming for children and their families. Save the Children has a portfolio of approximately \$120M in LAC. The role holder will have direct accountabilities for all aspects of the PERU Country Office.</p> <p>The Country Director will lead a strong country program which encompasses humanitarian and development programming combined with advocacy and the provision of high quality technical support to government and civil society actors. The Country Director will continue to strengthen the management of the country, whilst also delivering Save the Children's strategy within the country through:</p> <ul style="list-style-type: none"> • Advocating for children's rights at the national and international level; • Delivering quality programmes for children; and • Ensuring world class stewardship of resources from Members and their donors. 	
<p>SCOPE OF ROLE:</p> <p>Reports to: Regional Director, Latin America, and the Caribbean Staff reporting to this post: Senior Management Team in the Country (Including Directors of Finance, Program Operations, Program Quality and Impact, Human Resources, Advocacy, Communications and Internal Controller) Budget Responsibilities: approximately \$10-15 million/year Role Dimensions: PERU is a country of medium complexity.</p>	
<p>KEY AREAS OF ACCOUNTABILITY :</p> <p>As a member of the Regional Senior Leadership Team, contribute to strategic development and delivery of international programming, in both humanitarian and development contexts, in line with the Save the Children mandate, strategy and theory of change.</p> <ul style="list-style-type: none"> • Deliver transformational change in-country, including: <ul style="list-style-type: none"> ▪ Developing and delivering improved outcomes for children through delivery of the Save the Children global programme strategy. ▪ Engaging Save the Children staff, partners, and other stakeholders to create real shared ownership and collaboration ▪ Working to develop local solutions to country issues in close partnership with local actors and in ways which promote a net shift of power to local and national actors. 	

- Creating an environment of continuous learning, where staff are encouraged and supported to grow and develop and are willing to be held accountable for their commitments
- Ensuring that the focus of the organisation remains on the rights and needs of children
- **Be accountable, and develop the capacity of, mentor and hold staff accountable for:**
 - Developing strong country strategy and operational plans that identify and address significant issues facing children, and are in line with Save the Children's global strategy and theory of change.
 - Preparing for and implementing rapid and effective responses to major emergencies affecting children, including building relationships with key humanitarian and development decision-makers **and** local and national actors.
 - Delivering programmes and advocacy in line with the country strategy, operational plans, budgets and Save the Children Member requirements that result in significant impact for children.
 - Developing and maintaining good relations with Save the Children Members and their donors.
 - Growing the country programme to become the leading NGO addressing children's issues in the country.
 - Developing and maintaining efficient and effective operating systems, and ensure compliance with all Save the Children Quality Framework for Country Office Management, with a particular focus on risk mitigation, child safeguarding, fraud prevention, and safety & security management.
 - Developing and coaching staff to optimise their potential in pursuit of Save the Children's objectives.
 - Contributing to global knowledge and learning in Save the Children

Ensure the continued financial and programmatic sustainability of Save the Children in PERU by:

- Work closely with SC Members to develop a strong and strategic portfolio of awards designed to further the country strategic plan.
- Engage with local and international donors to identify funding opportunities and to project the stable, efficient and competent organization to partner with.
- Develop and support the implementation of a strong resource mobilization strategy that furthers the country strategic plan.

Additional Responsibilities

Representation

- Lead on presenting SC's activities and achievements to donors, government, and other policy makers.
- Ensure that we have the right staff participating in the right meetings to maximise our influence among donors and government departments as we work towards effective implementation of positive policy change.
- Establish Save the Children as the 'go to' force working with and for children.

Audit, Corporate Governance compliance and Fraud

Save The Children is committed to being an effective steward of funds we receive from our various donors. We take compliance with their requirements and our own requirements very seriously. We also maintain a 'zero tolerance' policy toward fraudulent, dishonest, and corrupt practices. When they are detected, it will be investigated and take appropriate action against staff, volunteer partners, vendors, suppliers, and any other implicated party. Therefore, the Country Director is accountable for the implementation of and compliance with all aspects of the Anti-Fraud policy.

- Ensure compliance with all host government requirements in relation to registration, taxation, labour law, auditing, fraud etc.
- Ensure that internal and external audits are undertaken in a timely and efficient manner in line with policy and back donor and host government requirements
- Ensure follow-up on recommendations arising out of audits of operations and take appropriate actions where necessary
- Ensure all incidents of fraud are rapidly investigated, with decisive action taken and lessons learnt applied immediately and sustainably.

People

This role/ holder will be expected to strive for a high-level of professional satisfaction and well-being among CO staff.

- Line manage and mentor the Senior Management Team
- Ensure that talent is developed across the CO.
- Ensure that compensation for all staff is based on SC principles of equity and fairness.

Security Management

Save the Children is committed to minimizing safety and security risks to staff and ensuring staff are given training, support and information to reduce their risk exposure while maximizing the impact for children. Therefore, the Country Director is accountable for the implementation of and compliance with all aspects of the Safety and Security policy

- Ensure the Country office has security plans and procedures in line with policies, systems and guidelines
- Maintain, document and communicate up to date analyses of the changing security context
- Ensure all staff adhere to security guidelines

Child Safeguarding

Children who come into contact with Save the Children as a result of our activities must be safeguarded to the maximum possible extent from deliberate or inadvertent actions and failings that place them at risk of child abuse, sexual exploitation, injury and any other harm.

The Country Director is accountable for the implementation of and compliance with all aspects of the policy.

- Understand and fulfil responsibilities in achieving compliance of Save the Children’s Child Safeguarding Policy standards.
- Provide overall leadership and oversight to the development of country level child safeguarding systems with the aim of achieving full compliance with the Child Safeguarding Policy’s criteria.

BEHAVIOURS (Values in Practice)

SKILLS AND BEHAVIOURS (our Values in Practice)

Accountability:

- Holds self-accountable for making decisions, managing resources efficiently, achieving results together with children and role modelling Save the Children values
- Holds the team and partners accountable to deliver on their responsibilities – giving them the freedom to deliver in the best way they see fit, providing the necessary development to improve performance and applying appropriate consequences when results are not achieved

- Creates a managerial environment in-country to lead, enable and maintain our culture of child safeguarding.

Ambition:

- Sets ambitious and challenging goals for self and team, takes responsibility for own personal development and encourages team to do the same.
- Widely shares personal vision for Save the Children, engages and motivates others.
- Future oriented, thinks strategically and on a global scale.

Collaboration:

- Builds and maintains effective relationships, with own team, colleagues, members, donors and partners.
- Values diversity, sees it as a source of competitive strength.
- Approachable, good listener, easy to talk to.
- honest, encourages openness and transparency; demonstrates highest levels of integrity.

Creativity:

- Develops and encourages new and innovative solutions.
- Willing to take disciplined risks.

Integrity:

- Honest, encourages openness and transparency.
- Always acts in the best interests of children.

QUALIFICATIONS AND EXPERIENCE AND SKILLS

- Experienced leader who has held a senior position(s) in a relatively complex organisation.
- Experience working in a variety of cultures and countries.
- Track record in recruiting, leading and developing calibre specialist senior staff with a range of backgrounds and expertise.
- Track record in developing and empowering staff.
- Strategic thinker who is comfortable with developing ambitious business strategies and has a good track record of delivering on these.
- Ability to manage and motivate self and others to respond to a major crisis, requiring swift action and rapid changes in priorities.
- Evidence of identifying and building strategic and effective business networks at a senior level, which have resulted in clear business benefit for the organisation.
- Innovative approach to solving a range of complex issues and galvanising buy-in to the solutions at all levels.
- Fluency in both Spanish and English required

Additional job responsibilities

The duties and responsibilities as set out above are not exhaustive and the role holder may be required to carry out additional duties within reasonableness of their level of skills and experience.

Equal Opportunities

The role holder is required to carry out the duties in accordance with the SCI Equal Opportunities and Diversity policies and procedures.

Child Safeguarding:

We need to keep children safe so our selection process, which includes rigorous background checks, reflects our commitment to the protection of children from abuse.

Safeguarding our Staff:

The post holder is required to carry out the duties in accordance with the SCI anti-harassment policy

Health and Safety

The role holder is required to carry out the duties in accordance with SCI Health and Safety policies and procedures.

JD written by: V Ward

Date: March 2023

JD agreed by:

Date:

Updated By:

Date:

Evaluated:

Date: