



Job Description

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Job Title Country Director	Job Location Dar es Salaam	Category Project & Program Management
Job Type Full Time	Job level Director / CXO	Industry Non-profits (NGO)
Open to Expatriates Open to Expatriates & Local Nationals		

Minimum Requirements

Min Budget -	Max Budget -	Primary Industry Non-profits (NGO): 10 Years
Secondary Industry -	Primary Category Project & Program Management: 10 Years	Secondary Category -
Certificate -	Qualification -	

Summary

Our client is a prominent global provider of sexual and reproductive healthcare services, dedicated to ensuring that everyone has the right to make choices about their reproductive health. They offer a comprehensive range of services including contraception, safe abortion, and critical post-abortion care. Committed to delivering compassionate, affordable, and high-quality care to all individuals, our client is a leading advocate for reproductive rights and access to healthcare worldwide.

The Country Director for Tanzania holds a pivotal leadership role, responsible for driving programmatic excellence and implementing best practices in sexual and reproductive health (SRH) services at scale. They oversee the strategic direction, management, and development of national family planning programs, directly contributing to the prevention of maternal deaths and sustainable impact on thousands of lives annually. This position manages skilled teams delivering services through clinical centers, mobile outreach, social franchising, and marketing initiatives. The Country Director also oversees budgeting, marketing, and work plans, develops new business opportunities, ensures adherence to the company standards, and fosters quality operations aligned with strategic goals.

Responsibilities

Leadership

- Provide inspiring leadership to create a shared vision across the team linking work of teams internally and internationally as one.
- Demonstrate the values and aspirations of the company's Reproductive Choices in behaviour and ambition, driving integrity and commitment in others.
- Effectively lead and line manage the Executive & Senior Management Team (EMT/SMT) of the organization, developing both individual and team capacity, providing clear strategic direction to managers and team members, and enabling them to act and develop their talents.
- Work collaboratively with the Africa Regional Support Team (RST), enabling capacity building and sharing best practice within the region.
- Drive innovation and effectiveness through the cost-efficient management of the short, medium- and long-term plans; simplifying the complexity for themselves and others.
- Instil a positive management culture and social business approach across the Tanzania team, constantly seeking feedback and continual improvement.
- Ensure legal compliance of the company locally and in relation to the company's obligations, representing the work to the Board and management of the company and stakeholders in Tanzania.
- Serve as a secretary for the company's Board of Trustees quarterly meetings and extraordinary sessions as required.

Business Planning

- Ensure that the programme is equipped to work towards the goals set out in new strategy 2020 – 2030.
- Ensure the programme delivers and surpasses the goals set forth in country programme annual business plans.
- Lead country programme subsequent strategic and annual business planning processes
- Plan and implement strategies for delivering sustainable growth.
- Position the company as a sector leader contributing to national strategy and goals.
- Deliver a comprehensive country marketing strategy and plan to build the brand of choice by using robust audience data, competitor analysis, and other market data.
- Deliver a robust business model ensuring the ongoing growth of healthy income streams including innovative financing, earned income, and more traditional grant resources.

Strategy & Development

- Build and maintain strong partnerships with the country programme Board, government, health professionals, businesses, peer agencies and the health community at large.
- Foster relationships with traditional and non-traditional donor representatives, including domestic financing stakeholders.
- Ensure the development of strong new business proposals in collaboration with the London based Programme Design and Development (PDD) team, donor teams and the Regional Support Team
- Deliver an organisational structure that supports increasing efficiency of operations regardless of their funding modalities.
- Quality Operations
- Ensure the embedding of global tools such as the company's Channel, Youth & Adolescent Success Models to improve productivity and increase effectiveness of delivery channels.
- Promote evidence-based decision-making and support operational research to better understand our clients and barriers to access.
- Ensure robust systems and processes are in place, such as strong compliance with the service data validation principles and minimum standards, to support operations, drive productivity and deliver results.
- Ensure clinical quality of care is always maintained; support quality assurance processes and lead Medical Advisory Team (MAT) meetings for continuous clinical quality improvement.
- Manage risk and ensure complete donor contractual compliance at every stage of the project cycle and ensure all project management staff are trained on and follow the Project Cycle Management toolkit.

Finance and Governance

- Improve the bottom line through the following:
- Revenue growth and optimizing earned income from the country programme centres, maternity hospitals and social marketing channels.
- Increased efficiency of operations and sound financial management
- Sustained surplus of the activities that are implemented under the social business model.
- Base strategic and annual business plans on accurate financial and statistical performance data
- Ensure strong financial management and robust internal controls are in place and that the programme adheres to local statutory obligations, minimum standards and principles, and international development donor requirements.
- Meet governance requirements of the country programme entity, including duly registration of its activities.
- Ensure that externally funded operations and use of funds are in full compliance with donor regulations.
- Ensure compliance with key policies and procedures such as anti-fraud and bribery, Quality Assurance and Safeguarding.
- Ensure the Partnership Manual guidelines are observed, meeting best practice and minimum standards.

Security

- Ensure the programme fully meets duty of care requirements and operates within Global Security Framework
- Ensure that team members and visitors receive full in-country briefings covering the context, risks, and security rules.

Accountability and Partnership

- Promote One, encouraging cooperation and supporting learning across the partnership.
- Ensure the Partnership Manual guidelines are observed, meeting best practice and minimum standards.
- Actively participate in regional and international meetings of the Global Partnership.

Education & Qualifications

A master's Degree is preferred in Public Health or any related field

Requirements

10 years experience in program management

- Proven experience of driving impact, quality, and sustainability in programmes and improving operational standards
- Effective interpersonal skills, with the ability to inspire, lead, motivate and guide Country teams.
- Proven ability to effectively communicate ideas, proposals, issues and implications at senior level.
- Excellent project management skills related to organizational development projects and international, cross-functional teams with a proven history of delivering results.
- Highly developed problem-solving, diplomatic, networking and negotiation skills.
- Demonstration of 'making things happen', operating at pace and delivering effectively through others.
- Experience of developing and successfully implementing business plans and growth strategies, with a track record of aligning resources with key priorities, keeping management teams engaged and focused on critical milestones and consistently achieving results.
- Experience of communicating a range of complex issues with the ability to convey an inspiring vision and purpose both within operations and where appropriate across other business functions.
- An understanding of major policies/ issues of large bilateral/multilateral donors strong working knowledge of business practices
- An international mindset, with an understanding of, and empathy for, the development sector, together with an appreciation for cultural differences
- Experience in leading a social business preferably in a developing country.
- Experience of formulating and controlling budgets to ensure effective monitoring takes place.
- Understanding of the issues surrounding the provision of reproductive health care services internationally
- A reputation for 'making things happen', operating at pace and delivering effectively through others

Characteristics

- Energy, drive and unwavering commitment for the company's mission, with the ability to push boundaries, and make tough decisions and challenge others in line with our mission.
- Passionate about our clients and strives to consistently meet and exceed expectations, putting the clients at the centre of everything, and ensuring we deliver high quality, high-impact services that meet their individual needs.
- Highly motivated with the ability to motivate and develop the skills of the team and inspire individuals and teams through situational leadership and by providing clear direction.
- Works as part of a team, providing support and flexibility to colleagues, demonstrating fairness, understanding and respect for all people and cultures.
- Takes accountability for the decisions made and the behaviours demonstrated.
- Ability to influence key stakeholders at all levels both internally and externally within the organisation. Acts as a true ambassador.
- A commercial mindset, understanding the levers for profitability for success within the marketplace. Focuses on results, ensuring long term sustainability and increased impact.
- Aware of the emerging developments within our sector, with the ability to focus and articulate a vision of the future which inspires and excites others, while understanding the detail and looking for the evidence
- Highest levels of integrity and a strong ethical sense
- Knowledge and experience of the region
- Ability to travel throughout Africa and internationally to represent the cluster both internally and externally.

Reporting To

Senior Country Director

Driving Licence

Not Required

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