

Country Director - DCA Cambodia

Deadline:
05-01-2025

DanChurchAid (DCA) is looking for a dynamic and experienced Country Director for our Programme in Cambodia. As Country Director you will be the overall manager of the DCA Cambodia programme.

You will actively engage in positioning DCA, strengthen relations to donors, partners and other stakeholders, and identify programmatic expansion opportunities and new partnerships with institutional donors, private sector, CSOs and research institutions. You will be responsible for developing the strategic direction of the programme and ensuring high quality, accountable and innovative programme development and implementation. You will lead the DCA country management team and ensure good staff welfare and a constructive working environment. DCA supports more than 20 national partners.

The programme has a strong focus on livelihood and market linkages, facilitating closer interaction with the private sector. DCA is a key implementer of resilience and climate adaptation techniques, and a leader in supporting an enabling environment for civil society and rights defenders. DCA's programme in Cambodia encompasses programming with human rights, gender equality and youth engagement as key cross cutting priorities.

The rapidly shrinking civic space in Cambodia means that support for human rights organisations and defenders calls for flexibility and a strong focus on holistic protection strategies, including digital security and sound risk management. Violations of human rights related to land as well as business and human rights are areas of key concern and focus.

We Are Looking For:

- **Leadership and Management:** At least 5 years of proven leadership experience at a Country Director or equivalent level, with a focus on results-based management.
- **Programme Management:** 8-10 years of documented experience managing development and, preferably, humanitarian programmes, ideally in organisations using a human rights-based approach.
- **Restrictive Environments:** Experience working in challenging environments for civil society organisations and human rights defenders, including supporting local civil society groups and social movements.
- **Fundraising and Advocacy:** Proven success in fundraising, donor relations, and advocacy.
- **Coordination and Platforms:** Experience in leading cross-sectoral coordination platforms such as INGO Forums or Humanitarian Response Forums.
- **Technical Expertise:** Experience with digital solutions, innovative programming, market linkages/value chains, private sector engagement, gender and youth empowerment, human rights defenders, good governance, and complaint handling mechanisms.
- **Interpersonal and Diplomatic Skills:** Strong cultural sensitivity, communication, networking, and diplomatic skills, with the ability to build and maintain relationships both within and outside the organisation.
- **Staff Leadership:** Proven ability to lead, motivate, and foster a supportive and collaborative work environment for staff.
- **Entrepreneurial Mindset:** A results-oriented approach with a drive to achieve outcomes and deliver impact.
- **Educational Background:** Holds a relevant master's degree.
- **Language Skills:** Fluent in English, both written and oral.
- **Travel:** Willingness to undertake work-related travel.

We offer:

Joining DCA as the Country Director in Cambodia is an opportunity to lead impactful programs in a dynamic and meaningful context. In this role, you will work with a team dedicated to creating sustainable change while addressing some of the most pressing issues facing civil society and vulnerable populations in Cambodia. Here's what we offer:

A strategic leadership role, professional growth, diverse challenges and Impact

Comprehensive Compensation Package:

- A three-year international contract starting 1st March 2025 (or as soon as possible thereafter).

Contact person:
Cecilie Bjørnskov Johansen

Place of Work:
Phnom Penh

- Competitive salary in line with international NGO standards.
- Pension contributions to secure your future.
- Six weeks of annual vacation for work-life balance and rejuvenation.
- Supportive Work Environment: Lead a dedicated team of 22 staff (including 2 expatriates) in a constructive and collaborative workplace based in Phnom Penh, with a strong focus on staff welfare.
- Global Mission: Join a progressive organisation known for its commitment to empowering the vulnerable, advocating for human rights, and fostering sustainable development.
- Travel Opportunities: Engage with partners and stakeholders regionally and globally to expand networks and enhance programmatic impact.

How to apply:

Please upload your CV and cover letter no later than 5th of January 2025. Please note that only applications submitted through our recruitment system will be considered and only applications in English consisting of a minimum CV and a cover letter will be considered, also note that only short-listed candidates will be contacted. For further information about the position contact Cecilie Bjørnskov-Johansen, Programme Director cbj@dca.dk, +45 29699132.

Interview dates:

- 1st interview 13th January 2025
- Test, behavioural analysis 14th -15th January 2025
- 2nd interview 17th January 2025

All interested candidates irrespective of age, gender, race, religion, sexual orientation, abilities or ethnic affiliation are encouraged to apply for the vacancy. DCA conducts an anti-terror check as part of the recruitment process. It is a prerequisite that you can pass this check and maintain this status throughout your employment with us. Everyone applying for a job with DCA must be ready to comply with and sign our Code of Conduct, Staff Policy on Prevention of Sexual Exploitation, Abuse and Harassment and our Child Safeguarding Policy.

For more information on DCA please visit our website, <http://www.danchurchaid.org>.