

# Country Director, Mali/Sahel

**Deadline:**  
07-05-2025

*Are you an experienced humanitarian leader ready to drive meaningful change? Do you have the strategic vision, resilience, and leadership skills to guide a dedicated team working in one of the most complex operational environments? If so, this is your opportunity to make a lasting difference in Mali and the broader Sahel region.*

**Contact person:**  
Roger Fasth

**Place of Work:**  
Bamako

## About the Role and Program

As the Country Director for Mali/Sahel, you will spearhead DCA's humanitarian and mine action efforts, leading a diverse team of 50 national and 5 international staff. Your leadership will shape the strategic direction of our programs, strengthen partnerships, and ensure high-quality, innovative, and accountable implementation of our mission.

Since 2013, DCA has been responding to humanitarian needs in Mali, working at the intersection of mine action, emergency relief, and resilience building. Our key focus areas include raising awareness about explosive devices to prevent injuries, assisting victims and integrating protection measures, delivering rapid humanitarian aid through emergency response and cash-based programs, enhancing food security and livelihoods for economic resilience, and supporting community-led peacebuilding initiatives.

We work closely with local civil society networks, empowering them to advocate for their communities and engage with local authorities to promote safety and stability.

## Key Responsibilities

- **Leadership & Strategy:** Drive DCA's strategic vision for Mali/Sahel, ensuring program growth and alignment with our global mission.
- **Team Development:** Foster an inclusive, safe, and motivating work environment, ensuring the well-being of all staff.
- **Program & Security Management:** Oversee program implementation, ensuring effectiveness, compliance, and proactive security management in a volatile context.
- **Stakeholder Engagement:** Build and maintain strong relationships with donors, authorities, humanitarian actors, and civil society organizations.
- **Fundraising & Sustainability:** Identify funding opportunities and ensure the financial sustainability of the program.

You will be based in **Bamako, Mali**, with regular travel to DCA sub-offices as security conditions allow.

## Your Profile

We are looking for an inspiring and strategic leader with:

- Minimum 3 years of leadership experience in humanitarian assistance, mine action, or development.
- Strong program implementation skills, including financial, administrative, and operational management.
- Proven security management experience in volatile environments.
- Fundraising and donor engagement expertise, with a successful track record in securing funding.
- Excellent team leadership abilities, with a focus on mentoring and staff development.
- Fluency in French and English (spoken and written).
- Relevant academic qualifications
- Previous experience in Mali or the Sahel region (preferred).

## What We Offer

- Competitive salary package, including hardship allowance (negotiable based on experience).
- Rest & Recuperation (R&R) benefits.
- Six weeks of paid leave annually.
- Comprehensive insurance as per industry standards.
- An opportunity to lead a high-impact program and make a real difference in conflict-affected communities.

## How to Apply & Recruitment Process

Application deadline: 7th of May 2025. Interviews will take place in week 20.

Only applications written in English consisting of a minimum of a motivation letter and a CV in will be considered and only short-listed candidates will be contacted.

Only applications submitted via our recruitment system will be considered:

<https://www.danchurchaid.org/join-us/jobs/international-vacancies>.

For further information please visit our website, <http://www.danchurchaid.org> or contact Program Director - Roger Fasth on [rofa@dca.dk](mailto:rofa@dca.dk).

#### **Equal Opportunity and Compliance**

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 our Code of Conduct, Staff Policy on Prevention of Sexual Exploitation, Abuse and Harassment and our Child Safeguarding Policy.