

Roving Head of Programme / Country Director (Fluency in English and French required)

Deadline:
07-05-2025

Contact person:
Roger Fasth

Place of Work:
International

Are you a strategic leader with a passion for humanitarian work? Do you thrive in dynamic, high-impact environments and want to support programmes that make a real difference? DanChurchAid (DCA) is looking for a Roving Head of Programme/ Country Director to join our global team.

About the Role

This is a senior and highly flexible position, providing strategic leadership, programme quality support, and operational guidance across DCA country programmes. While the primary focus will be on Francophone Africa—particularly Mali/Sahel, DR Congo, and the Central African Republic (CAR)—the role is global and involves deployments to other countries based on operational needs.

You will be a key member of the Senior Management Team (SMT) during deployments, stepping in as Head of Programme (HoP) or even Country Director (CD) during transitions, staff leave, or periods of surge support. Between deployments, you'll contribute to HQ-led initiatives such as strategy development, proposal writing, technical reviews, and cross-country learning.

Key Responsibilities

- Provide short- to medium-term leadership as Head of Programme or Country Director across assigned countries, ensuring strategic alignment and program excellence.
- Lead and mentor diverse teams, cultivating an inclusive and positive work environment in complex and often high-risk settings.
- Oversee programme quality, relevance, and compliance with DCA standards, while ensuring adaptive learning and innovation.
- Drive donor engagement, including proposal development, grant management, and proactive fundraising to sustain and grow country programmes.
- Ensure robust security risk management and operational continuity in volatile contexts.
- Represent DCA with national authorities, international coordination bodies, and donors, strengthening strategic partnerships and visibility.
- Contribute to global learning by collaborating closely with DCA HQ and other country offices, fostering cross-country knowledge sharing and alignment with DCA's global vision.

About DCA

DCA works in some of the world's most fragile and conflict-affected areas, where climate change, inequality, and shrinking civic space deepen human suffering. Our work is grounded in humanitarian principles and community-based approaches.

We focus on three interconnected goals for our international work:

- Save Lives
- Build Resilient Communities
- Fight Extreme Inequality

We work across the Humanitarian-Development-Peace nexus, delivering immediate relief while investing in long-term solutions. DCA partners with local civil society actors to ensure sustainable impact, community ownership, and meaningful engagement with people affected by crisis.

Your Profile

We're looking for a resilient, adaptable leader with:

- Ability to travel and be deployed for extended periods of time
- At least 5 years' experience in senior humanitarian positions (Country Director/ Head of Program)
- Strong skills in programme implementation, operations, and security management
- Experience from working in a mine action program is an advantage.
- Proven success in fundraising, donor liaison, and partnership development
- Experience mentoring teams and managing in complex, high-pressure settings
- Fluency in **both French and English** (spoken and written)

- Relevant academic background
- Preferably, experience in Francophone Africa (Mali/Sahel, DR Congo, CAR)
- Bonus: Familiarity with faith-based organisations and engaging religious actors

What We Offer

- Contract length: 12 Months (potentially renewable)
- Stationed in a country where DCA is presented
- A competitive salary package
- Insurance as per industry standards
- An opportunity to make a difference and improve the lives of people living in conflict
- Start date: As soon as possible, subject to negotiation

How to Apply & Recruitment Process

Application deadline: 7th of May 2025.

Applications will be reviewed on a rolling basis and DCA reserves the right to select a candidate prior to the closing date.

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.

Please note that only applications submitted through 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.

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.