

DanChurchAid (DCA) and Norwegian Church Aid (NCA) Seek a Country Director for Southeast Asia Country Programme

Deadline:
21-04-2025

Contact person:
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Place of Work:
Southeast Asia

We are looking for a new Country Director to lead a large DCA/NCA joint Country Programme in Southeast Asia.

If you have the experience and ambition to lead a professional team of humanitarian and development colleagues that creates sustainable change with integrated programming in a challenging and conflict-ridden context, this job might be for you.

Your Main Responsibilities

As Country Director, you will:

- Lead implementation of the country programme strategy, ensuring activities are relevant, timely, and locally driven in close partnership with local actors.
- Represent DCA and NCA, building strong relationships with key stakeholders, including partners, donors, and embassies.
- Ensure the country programme's structure and operations remain adaptive to a volatile context, prioritising staff security and duty of care.

In collaboration with the Senior Management Team (SMT), you will:

- Provide strategic leadership aligned with DCA and NCA priorities.
- Oversee all programme functions—strategy, operations, finance, administration, and staff well-being.
- Ensure effective, accountable, and transparent programme delivery.
- Champion local leadership and support civil society in reaching affected communities and building resilience.
- Lead and inspire a dedicated country team.
- Manage risks, including security and operational threats.
- Meet performance targets and reporting deadlines.
- Coordinate with HQs to engage with donors, UN agencies, and key forums.
- Drive resource mobilisation, maintain donor relations, and ensure compliance with donor requirements.

Qualifications and Experience

- 6–8 years of senior leadership in complex humanitarian or development contexts, ideally in conflict-affected areas; Southeast Asia experience is a plus.
- 8–10 years managing programme implementation, with a strong track record of leading under challenging conditions.
- Skilled in working with local partners and communities; committed to localisation and local leadership.
- Strong analytical and strategic thinking; experienced in leading organisational change and managing ethical dilemmas in volatile environments.
- Proven success in fundraising, donor relations, and multi-stakeholder coordination.
- Experienced in crisis and risk management, including security protocols.
- Solid financial management and compliance skills.
- Committed to inclusive leadership, transparent communication, and empowering national staff; experience in remote management is essential.
- Excellent interpersonal and communication skills, with cultural sensitivity and diplomacy.
- Master's degree or equivalent experience.

We offer

This is a three-year contract, starting in June/July 2025. The duty station is in Southeast Asia with very limited opportunity for travel to field locations. The posting will probably not be based in the country where the country programme is being implemented but nearby.

Terms and benefits are according to the International Staff Employment Handbook depending on level of experience and qualifications.

For more information on the programme, please write to: cbj@dca.dk

How to apply

Please upload CV and motivation letter via the link in the add on the website no later than 21st April. Only applications consisting of a motivation letter and a CV in English will be considered and only short-listed candidates will be contacted. Only applications submitted through the recruitment system will be considered.

The process

The first interview is scheduled for 28th April, 2025, followed by behavioural analyses and feedback session 13th – 15th May, leading up to a second interview scheduled 20th May.

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.

To know more about DCA and NCA, please visit our websites (www.danchurchaid.org and <https://www.kirkensnodhjelp.no/en/>)