

Head of Programmes - Ukraine

Deadline:

02-11-2026

DanChurchAid (DCA) and Norwegian Church Aid (NCA) invites applications for **Head of Programmes (HoP)** for its **Ukrainian Programme**. The position is based in Kyiv, with travels to other DCA locations in Ukraine. The role is non-accompanied.

Contact person:

Marjanne van Vliet

Place of Work:

Kyiv

DCA and NCA are looking for an experienced HoP to manage a multi-sectoral humanitarian programme, which prioritizes partnerships with Ukrainian NGOs and local communities.

The HoP will play a leading role in the programme development and strategy, manage the Programme team and partnerships to ensure that the assistance we provide is relevant, timely and strengthens locally-led action. Your focus will be to maintain and establish relevant partnerships, build synergies with other aid efforts, ensure technical quality, and ensure that programmes adapt to the changing context.

Together with your team, you will be working closely with local partners and civil society organizations (CSOs) to reach populations in need and strengthen the resilience of conflict affected populations. We are therefore looking for candidates with experience in building local, respectful partnerships and with technical competence in, but not limited to (Community) Cash programming, WASH, Protection, and livelihoods.

You will have the opportunity to lead a technical team focused on delivering high quality partnership-based interventions. The role is well suited to dynamic and motivated candidates, both Ukrainian and non-Ukrainians, who are passionate about supporting local capacity and seeking a lasting impact in a collaborative, supportive, and innovative atmosphere.

The main duties relating to this position are:

- Continue to develop the Ukraine country programme strategy, building on the current response plan, with focus on flexibility, relevance and speed while staying in line with humanitarian and organisational principles.
- Ensure all programs meet technical minimum standards, introduce best practice, and seek areas for innovative and holistic programming toward long-term impact.
- Establish or strengthen relationships with current partners, local CSOs and other stakeholders.
- Participate in consolidating DCA's and NCA's presence in Ukraine and advise on partnership, consortia, impact, and funding opportunities.
- Coordinate with relevant humanitarian fora, international NGOs, UN agencies, donors, national and local authorities, and other stakeholders.
- Support and oversee the development of strong Monitoring, Evaluation, Accountability and Learning systems.
- Take lead on fundraising activities. This includes project design and leading the development of project proposals, together with colleagues in Ukraine and HQ.
- Support, develop and oversee national capacity building plans, ensuring a timely delivery.

The experience we're looking for includes:

- 5 years of experience managing a programme portfolio, preferably as a HoP or equivalent.
- A well-developed humanitarian toolbox with "can-do" experience in assessments, cash/markets programming, distributions, WASH, protection, livelihoods.
- Capacity to lead the transition of humanitarian livelihoods programming towards

sustainable market systems approaches and increased private sector partnerships.

- Clear understanding of the humanitarian cluster system.
- Experience in a volatile and insecure context and the ability to keep a cool head under pressure.
- Demonstrable project development and fundraising experience.
- Sound understanding of holistic programming and using humanitarian assistance as a foundation for development initiatives and longer term impact.
- Strong analytical skills with ability to plan, coordinate and lead processes that include multiple stakeholders and interests.
- Fluency in written and spoken English. Fluency in Ukrainian is an advantage.

We offer:

- 12-month contract (renewable based on funding etc).
- A generous remuneration package, with salary and benefits in accordance with the applicable DCA employment terms.
- Insurance as per industry standards.
- An interesting and challenging experience addressing humanitarian needs.
- A dynamic, flexible and respectful working environment that will give you the freedom to work and support to succeed.

Closing date: 2 November 2026. Interviews are expected to be held on rolling basis, and DCA reserves the right to select a candidate prior to the closing date.

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.