

# Programme Director

**Deadline:**  
04-08-2026

**Contact person:**  
Karin Elisabeth Lind

**Place of Work:**  
Copenhagen

*Are you passionate about providing leadership and setting strategic direction for DanChurchAid's international work across 11 of our Country Programmes, ensuring high-quality, accountable, and impactful programmes in line with our global strategy and values.*

## Who we are

DanChurchAid (DCA) supports people in the world's poorest countries in their struggle for a dignified life and helps those whose lives are in danger. We intervene with humanitarian aid in disaster-stricken areas, promote sustainability through long-term support development aid in poor areas, and engage in advocacy to create a more equal and sustainable world.

We show leadership and continue a 100-year tradition of hope and action. DCA is active in Africa, Asia, the Middle East, and Ukraine with a presence in 20 countries and works to achieve four global goals: Saving lives, Building resilient communities, Fighting for human rights and equality, and Creating engagement.

## Job Overview

As Programme Director based in DCA Head Office in Copenhagen, you will provide overall leadership and strategic direction for 11 of DCA's Country Offices, ensuring high-quality, accountable, and impactful programmes aligned with DCA's global strategy, values, and standards. You will drive coherence across humanitarian, development, and advocacy efforts while strengthening organisational performance and alignment.

In this role, you will lead and support Country Directors and the Global Coordinator, fostering accountable and inclusive leadership, enhancing performance management, and ensuring effective delivery across all operations. You will play a key role in shaping organisational strategy and priorities in close collaboration with the International Director, Senior Management, and the International Management Team.

As an active member of Senior Management and the International Management Team, you will contribute to strategic and operational decision-making at the highest level of the organisation. Furthermore, you will work closely with Head Office units to ensure coordinated and effective technical and strategic support to Country Offices, enabling consistent implementation and impact across programmes. Externally, you will build and maintain strong partnerships with key stakeholders, including donors and alliances such as the Danish Ministry of Foreign Affairs, Norwegian Church Aid, and the broader ACT Alliance.

## Key areas of responsibilities:

- Lead strategic direction and coherence across the international portfolio, ensuring alignment with DCA Global Strategy.
- Ensure Country Offices meet DCA quality standards and comply with policies and procedures.
- Oversee Country Office and Programme budgets and monitor financial KPIs.
- Represent DCA nationally and internationally with donors, networks, alliances, and coordination platforms.
- Management of Country Directors enabling a competent, dynamic and inspiring work environment, which includes travelling to the Country Offices to engage with colleagues and support leaders.
- Overall responsibility for programme development and implementation of programmes, including financial and risk management.
- Strategic input to the development and review of Country Programmes.
- Facilitate an environment that generates new solutions to create more impact on the ground.
- Contribute to good coordination and close relations across the international department and within the organisation.
- As member of DCA's Senior Management, the Programme Director will be expected to contribute to strategic, organisational decisions and discussions, and ensure clear communication of decisions to relevant colleagues.

## Your Profile

We are looking for a leader who knows when to involve others in decision-making and whose leadership approach is reflected in the DCA values of Respect, Compassion, Responsible, and Proactive. This includes that you can solve conflicts and know when to seek consensus. You are a

clear communicator and know the value of being a good listener. As a person we expect that you will resonate with our purpose, and expect that you have:

- Extensive senior leadership experience in complex, international environments
- Solid experience with development work and humanitarian interventions as Country Director in the field
- Proven experience leading managers and building collaborative leadership teams
- Demonstrated responsibility for strategy, organisational performance, and programme delivery at scale
- Demonstrated ability to lead through complexity, ambiguity, and competing priorities
- Inclusive and respectful leadership skills, delegating responsibility with ease
- Fluency in English (written and spoken) and preferably in Danish

#### **What we offer**

At DCA, we are committed to providing a supportive and rewarding work environment that enables you to thrive while making a meaningful difference.

- Competitive salary package to be negotiated based on experience level and in line with DCA salary scale.
- Five-year contract with possibility of extension.
- Pension and insurance as per industry standards.
- Flexible working hours with the possibility to work from home one day a week.
- Central Head Office location in the heart of Copenhagen
- An opportunity to make a difference in a challenging environment and improve the lives of people living in conflict and poverty.

#### **How to apply**

Applications must be submitted by clicking on the below "Apply" button. Only applications submitted here will be taken into consideration. Your application must be in English and include, at minimum, a CV (maximum four pages) and cover letter.

The closing date for applications is **4th August 2026**.

Only shortlisted candidates will be notified.

For further information, please contact Karin Elisabeth Lind, International Director at [keli@dca.dk](mailto:keli@dca.dk)

#### **Recruitment process**

- First Interviews: 11th August 2026
- Personality test 14th August 2026
- Second Interviews and cases: 18th August 2026
- Contract starting 1st October 2026, but flexible for the right candidate

#### **We encourage you to apply**

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 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 the Prevention of Sexual Exploitation, Abuse and Harassment and our Child Safeguarding Policy.