

# DanChurchAid (DCA) and Norwegian Church Aid (NCA) Are Seeking a Dynamic, Experienced, and Values-Driven Leader for the Role of Country Director in Ukraine

**Deadline:**  
20-09-2026

**Contact person:**  
Roger Fasth

**Place of Work:**  
Kyiv



actalliance  
UKRAINE JOINT COUNTRY PROGRAMME



We are looking for a new Country Director to lead and strategically develop the DanChurchAid (DCA) and Norwegian Church Aid (NCA) established Joint Country Programme (JCP) in Ukraine. If you have the experience and ambition to lead a professional team of humanitarian and development experts working in a rapidly changing and challenging environment, this job might be for you!

The JCP aims to bring about positive change in Ukraine. As our new Country Director, you will lead the country team, inspire, and implement the strategic and organisational development of the programme. In conjunction with the in country Senior Management Team (SMT) you will be responsible for maintaining relationships with national authorities, donors, and other stakeholders, identifying fundraising opportunities, and ensuring a strong focus on security management and duty of care for staff, both international and national.

## **DCA Programme in Ukraine**

Established in 2022 and operating as a DCA–NCA Joint Country Programme since January 2024, the Ukraine programme has multiple field offices across the central and southern regions of the country.

We are seeking an experienced Country Director to lead and further develop this large, established and evolving programme in a highly volatile context. The programme employs approximately 180 staff and works closely with seven local partners, with a strong emphasis on locally led programme development and response.

Our activities span humanitarian mine action, WASH and the rehabilitation of critical infrastructure, protection and psychosocial support, legal assistance, livelihoods, and survivor- and community-led response.

## **Main Responsibilities**

Implement the programme strategy and ensure that the JCP remains relevant to evolving needs on the ground. This includes setting priorities, adapting the programme to changes in the operational and funding environment, ensuring timely and high-quality delivery, and reinforcing locally led initiatives.

Maintain relevant partnerships and identify new partnerships within the humanitarian and development sectors, including humanitarian mine action, creating synergies with other aid efforts, and ensuring our programmes adapt to changing environments.

Work closely with the in-country SMT to support local partners and civil society organisations to reach those in need and strengthen the resilience of conflict-affected communities. Therefore, we seek candidates with extensive humanitarian and development experience where respectful local partnerships have been prominent.

## **Key Responsibilities**

- Provide strategic leadership for the JCP, setting priorities and adapting the programme in line with DCA and NCA strategies, available resources, evolving needs and the

changing funding environment to ensure continued relevance, quality and financial sustainability.

- In collaboration with the in-country SMT, oversee all aspects of the country programme, including programme delivery, finance, administration and people management.
- Ensure efficient, transparent and accountable programme delivery, including achievement of organisational performance benchmarks, country-office indicators and related deadlines.
- Lead, guide and develop the country team of national and international staff, fostering a positive, inclusive and accountable working environment.
- Represent DCA and NCA and strengthen relationships with authorities, embassies, donors, partners, UN coordination structures, private-sector actors and other stakeholders. Contribute proactively to communication and media engagement in Ukraine, Denmark and Norway.
- With support from both HQs and the in-country SMT, identify funding opportunities, attract new donors, maintain existing donor relationships and ensure compliance with donor requirements.
- Provide overall leadership on programmatic and operational risk, including safety and security management and duty of care.

### **Qualifications and Experience**

- At least 6-8 years of leadership experience at a similar level in complex humanitarian/development environments.
- Previous work experience in the humanitarian mine action sector is highly desired, as is experience and understanding of working in conflict affected environments and fragile states.
- Strong experience in programme implementation and the ability to proactively lead the programme under difficult circumstances.
- Strong communication skills, both verbal and written English.
- Proven ability to plan, coordinate, and lead processes involving multiple stakeholders and interests.
- Documented and proven ability to mentor, coach, and develop staff and create a favourable working environment.
- Proven experience in fundraising, networking, donor relations, and coordination.
- Strong analytical ability and capacity.
- Proven ability to oversee complex country-office finances, institutional grants, compliance, operational systems, risk management and organisational performance.
- Cultural sensitivity, strong communication and diplomatic skills, with the ability to build relationships both within and outside of DCA/NCA.
- Relevant academic degree or equivalent work experience.

### **We offer**

This is a two-year contract, starting in November 2026. The duty station is Kyiv with frequent travels throughout Ukraine. It is an unaccompanied duty station. Terms are according to the International staff employment handbook, and salary is from DKK 58.000-65.500 depending on level of experience and qualifications.

For further information please visit our website, <http://www.danchurchaid.org> or contact.

Roger Fasth, Programme Director [rofa@dca.dk](mailto:rofa@dca.dk)

### **How to apply**

Please upload CV and motivation letter no later than 20 September 2026. Only applications consisting of a motivation letter and a CV in English will be considered and only short-listed candidates will be contacted.

### **The process**

The initial interviews are scheduled for September 23, 2026. These will be followed by

behavioural analyses and feedback sessions, leading up to a second interview.

Note 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](http://www.danchurchaid.org) and <https://www.kirkensnodhjelp.no/en/>)