

COUNTRY DIRECTOR, KENYA

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Company: CARE

Location: Nairobi

Category: other-general

At CARE, we are dedicated to addressing essential humanitarian needs, poverty, and socio-economic inequality worldwide. In Kenya, a country with unique challenges and opportunities, we are committed to driving impactful change and fostering innovation to achieve our CARE 2030 vision. As we navigate the complexities of our mission, we are seeking a dynamic and visionary leader to join us as Country Director. ****National candidates are encouraged to apply!****

Your Role: As Country Director, you will play a pivotal role in shaping the direction and impact of CARE's work in Kenya. Your responsibilities will include:

Strategic Leadership: Designing and implementing organizational change processes to align with the CARE 2030 vision and global objectives. Developing and executing the CARE Kenya's country office (CO) strategy, ensuring alignment with regional and country contexts, and CARE's global mission and impact drivers: gender equality, locally led, and globally scaled.

Talent Management: Leading talent management and succession planning initiatives to build a skilled, diverse, and high-performing team. Providing mentorship and support to staff, fostering a culture of growth, learning, and excellence.

Compliance and Risk Management: Ensuring compliance with legal requirements, safety protocols, and risk management practices. Advocating for and upholding CARE's safeguarding policy throughout the organization and all programming.

Advocacy and Partnership: Building and maintaining productive relationships with stakeholders, donors, and partners to maximize CARE's impact and influence.

Program Impact and Scale: Ensuring that programs are designed and implemented based on sound analysis, address underlying causes of poverty, and align with CARE's Program Strategy and standards for quality.

Resource Mobilization: Mobilizing resources and securing funding to support ongoing and future program activities. Developing and implementing an effective resource mobilization strategy, in line with the CO program strategy, to ensure financial viability and promote growth.

Qualifications:

Education: A bachelor's degree in a related field. Master's degree preferred.

Experience: Minimum of 10 years of experience in international development, humanitarian, and nexus spaces, preferably in complex operating environments. 6-8 years in senior management within the development field, demonstrating leadership in delivering high-quality programs, influencing strategies, and development initiatives in Kenya.

Leadership and Advocacy: Proven track record of strategic leadership and operational management, influencing at national and international levels, with a commitment to a rights-based approach, especially in advocating for women's rights. Passion for gender equality, diversity, and social justice, with a track record of securing funding from major donors and multilateral organizations.

Change Management & Relationship Building: Strong interpersonal skills, with the ability to lead diverse teams in cross-cultural settings. Experience in managing complex change processes and fostering relationships across diverse internal and external stakeholders in multicultural settings.

Team Leadership: Skilled in leading and motivating diverse teams in remote locations, fostering excellent team performance aligned with CARE's core values and policies.

Representation: Demonstrated success in representing an organization with partners, government agencies, private sectors, media, and donors at senior levels both nationally and globally.

Financial Management and Fiscal Responsibility: Demonstrated experience in responsible program design, financial management, audits and donor compliance and reporting. Understand the basics of financial oversight.

Join Us: If you are ready to make a meaningful impact and lead change in Kenya, we invite you to join our team at CARE Kenya. Together, we will work towards creating a more equitable, just, and compassionate world

#LI-CM1

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