

Regional Livestock Market Systems Program Director at Mercy Corps

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Job Description

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Mercy Corps is a global humanitarian aid agency engaged in transitional environments that have experienced some sort of shock: natural disaster, economic collapse, or conflict.

Program / Department Summary

Mercy Corps has been a leader in the drylands of the Horn of Africa for the last decade, supporting households affected by climate change, drought, conflict and other challenges to adapt and thrive in the face of increasing shocks. Our programming focuses on strengthening livestock production and markets, enhancing food and water security, addressing gender inequality and youth opportunities, and strengthening devolved governance outcomes to support dryland communities to break from the cycle of humanitarian need and lay the foundations for a more food secure, resilient future. Working across Kenya, Ethiopia and Somalia, Mercy Corps will soon be launching our 12-year Regional Livestock Program (RLP), which looks to leverage the significant potential for livestock production and trade within the region by building vibrant regional livestock markets, strengthening livestock production and trade, supporting climate adaptation and enhanced regeneration and governance of rangeland in order to enhance household food security and livelihoods.

General Position Summary

Mercy Corps is seeking a Program Director for our Regional Livestock Market Systems Program, a senior level position with overall responsibility and oversight of program strategy, delivery and resource mobilization across the targeted livestock corridors in Kenya, Ethiopia

and Somalia. Working closely with matrixed teams across the three countries, the Program Director will supervise program and support staff based within the regional and country teams and build strong partnerships with Mercy Corps country-level leadership to ensure that the program meets its targets and deliverables on-time and within budget while ensuring accountability to Mercy Corps' policies and donor rules and regulations. A senior level expert on livestock systems in the region and an experienced Market Systems Development practitioner, the Program Director will be the primary program representative to donors, relevant government entities, partners, other implementors and stakeholders.

Essential Job Responsibilities

STRATEGY & VISION

Provide overall technical leadership and oversight of program strategy development and delivery adhering to sound principles of Market Systems Development.

Lead the development of detailed intervention plans and partner engagement approach, working closely with technical support teams and in-country experts to ensure that program activities are technically sound and contribute to the program's overall strategic outcomes.

Play an active role in identifying and developing new initiatives that foster and/or improve strategic outcomes of the program and the country offices, including identifying additional interventions or partnership opportunities to deepen program impact.

PROGRAM MANAGEMENT

Oversee program start-up, management and administration. Ensure program implementation is on time, scope and budget, using effective M&E systems to reach desired impact.

Oversee consortium governance structures including establishment of a steering committee, donor advisory group, and development of MOUs, decision-making and coordination structures, reporting systems, etc.

Lead the development of detailed implementation plans, flowing from strategic annual work plans and ensure delivery of the interventions is based on Mercy Corps best practices for Market Systems Development programs.

Ensure that program implementation is responsive to communities and partners and

consistent with Mercy Corps' relevant program guidelines, principles, values, quality standards and strategic plan.

Ensure project partners are identified according to transparent and well-communicated criteria.

Develop partnership frameworks, partner agreements/memoranda of understanding, and oversee partner capacity building.

Integrate community engagement approaches, social inclusion, gender sensitivity and capacity building into all activities as appropriate. Certify all interventions adhere to Mercy Corps' Gender Policy, Do No Harm principles, and beneficiary accountability standards.

Ensure program strategies and activities represent global good practices.

Document processes and achievements to ensure best practices are captured and disseminated.

Develop effective stakeholder management plans, ensuring sound and proactive communications with donors, regional and country-based team members, partner organizations, Mercy Corps' country and regional management, Mercy Corps HQ, government partners and other stakeholders.

Collaborate closely with procurement, logistics, security, administration, and human resources teams to ensure that operational systems effectively support field activities.

Fulfill Mercy Corps' Program Management Minimum Standards based on Mercy Corps' organizational policies.

TEAM MANAGEMENT

Develop the capacity of the program team ensuring that program team members understand the program's Market Systems Development and private sector engagement approaches; support teams to deepen understanding of their roles and assist with career development.

Develop systems for managing a complex, matrixed team structure across three countries, including sound communication and decision-making frameworks and systems to build team cohesion, information exchange and collaboration across borders.

Assist team members with information, tools and resources to improve performance and

reach objectives.

Promote accountability, communicate expectations and provide constructive feedback informally and formally through regular exchanges and performance reviews.

Create and sustain a work environment of mutual respect where team members strive to achieve excellence.

Hire, orient and lead team members as necessary.

FINANCE & COMPLIANCE MANAGEMENT

Ensure financial management, procurement, administration, human resources and logistics are conducted in alignment with donor and Mercy Corps procedures and to the maximum benefit of the program.

Create and maintain systems to ensure effective and transparent use of financial resources for timely and informative reporting in line with program, donor and Mercy Corps' needs.

Create frameworks to transparently manage multiple donor contributions and to track co-financing in order to effectively report to donors on financial resource use and mobilization.

INFLUENCE & REPRESENTATION

Represent Mercy Corps at government, donor, NGO and other relevant events, in close coordination with the Deputy Regional Director, relevant Country Directors and others.

Coordinate activities with consortium partners, subgrantees, local government and other implementers, as well as with other Mercy Corps programs.

Establish and maintain relationships with communities and local government stakeholders.

SECURITY

Work closely with regional and country-based security focal points to develop and maintain systems that promote the safety and security of all team members.

Ensure that programs are designed and implemented with a clear analysis and understanding of security.

Supervisory Responsibility

Regional Livestock Program Team members, both regionally-based and country-focused

Accountability

Reports Directly To: Deputy Regional Director

Works Directly With: Country Directors, Directors of Programs, Finance Directors, Operations Directors, HQ Regional Program Team, HQ Technical Support Unit.

Accountability to Participants and Stakeholders

Mercy Corps team members are expected to support all efforts toward accountability, specifically to our program participants, community partners, other stakeholders, and to international standards guiding international relief and development work. We are committed to actively engaging communities as equal partners in the design, monitoring and evaluation of our field projects.

Minimum Qualifications & Transferable Skills

BA/S in agriculture, business, economics, public policy, international development or other relevant field, MA/S is strongly preferred.

Experience leading large, complex programs required, with relevant previous experience, such as a Chief of Party, highly beneficial.

A minimum of 10 years' experience, including 5 years in a senior management position.

Strong skills and a track record in strategic visioning, leadership, and inspiring teams.

Effective personnel management, coordination, and decision-making skills, with proven ability to be accountable for all components of the program.

Competent in building networks, strong problem-solving skills, and ability to influence with effective listening, persuasion, negotiation and other techniques.

Internationally recognized qualification in project or program management, or a commitment to obtain the qualification in the early months of work.

Persuasive written and oral communication in English, including report writing; competency in a relevant local language beneficial.

Demonstrated technical expertise in food systems, livestock markets, market systems development and/or agricultural sector preferred.

Experience in the Horn of Africa required, with prior experience in the drylands / Arid and Semi-Arid lands an added advantage.

Experience managing locally-led, innovative and evidence-driven programming is critical

Demonstrated attention to detail, ability to follow procedures, meet deadlines and work independently and cooperatively with team members is an asset.

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