

## Regional Vice President, Central Africa at International Rescue Committee (IRC)

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### Job Description

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The International Rescue Committee is a global humanitarian aid, relief and development nongovernmental organization.

### Summary

You will collaborate closely with the RVPs of the other regions and the full range of HQ partners across the technical support, operations, finance, fundraising, awards management, advocacy, communications, compliance and legal functions. As part of the Senior Leaders Group, you will have an important voice in organizational leadership discussions.

### Responsibilities include:

Oversee implementation of IRC's global strategy across the regional portfolio.

Ensure a consistently high level of team performance and engagement; Manage, mentor, and coach all Country Directors and regional team members, modeling healthy, collaborative intra and inter-departmental working relationships.

Lead measurable efforts to ensure IRC's workforce – including at leadership levels – reflects the diversity of the places we operate and the people we serve.

Cultivate a safe and protective environment for all people, combining locally-led initiatives with wider organizational efforts related to Safeguarding, Gender Equality, Diversity & Inclusion, Duty of Care and Safety & Security.

Ensure that all country finance, human resources, supply chain, and IT functions are resourced and managed in accordance with IRC and donor policies and standards.

Champion humanitarian access and security management strategies across the region

Actively partner with the Ethics & Compliance Unit to strengthen IRC's efforts to prevent, detect and respond to issues of fraud and misconduct.

Foster a balanced and diligent approach to risk management across all country programs.

Ensure strong representation of the IRC to local, regional and global stakeholders – including governments, donors, and private sector and civil society partners.

Support IRC's business development and fundraising efforts through cultivating a strong network of donor contacts, engaging with the HQ fundraising team, and ensuring that country teams build and maintain strong donor relationships.

Support the development of creative, impactful approaches to priority policy issues, both locally and in concert with the global advocacy team.

Raise IRC's and IRC partners' profiles, working closely with the communications team.

### **Work experience/ Required skills**

Extensive field experience leading humanitarian, protracted and/or post-crisis development programs with demonstrated ability to manage in complex and often insecure working environments.

Minimum of 15 years of professional experience with 10 or more years in leadership with increasing levels of responsibility.

Ability to represent program context, constraints, and successes to media, government, private sector, civil society and Boards in a compelling manner.

Exceptional financial and operational analysis and management skills, including project management.

Excellent presentation, written and verbal communication skills; commitment to open and transparent communication and top-notch diplomatic skills.

Deep commitment to and knowledge of strategies to advance diversity, equality and inclusion; proven experience in incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.

Receptive and collaborative leadership approach that contributes to positive team environment, builds and maintains strong relationships with people from all backgrounds, genders, cultures and viewpoints.

Demonstrated experience undertaking strategic planning and leading teams through change.

Professional fluency in written and spoken French and English; other languages spoken in Central Africa a definite advantage

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