

VACANCY: AFRICA REGIONAL MANAGER (ARM)

Application deadline:	3rd December 2023
Place of work:	Remote/negotiable-must be based in Africa and able to travel within the continent for frequent field visits/The office for in-person meetings will be in Nairobi
Sector:	Program Management
Years of experience:	At least 5
Contract duration:	1-year renewable
Start date:	As soon as available
Role:	Africa Regional Manager
Salary:	To be defined according to the experience of the candidates and in compliance with benchmark salary levels for the region.
Report to:	GSIF Director

The Good Shepherd International Foundation ONLUS (GSIF) is a not-for-profit organization based in Rome, established in 2008 by the Congregation of Our Lady of Charity of the Good Shepherd (aka Good Shepherd sisters) to support their mission of justice and reconciliation in Asia, Africa, Middle-East, and Latin America. GSIF works with the sisters and their partners in different countries supporting international fundraising, grants and project management, communication and networking for advocacy. GSIF supports projects that aim at promoting social justice through a sustainable development, driven by women and respectful of human dignity and the environment. Good Shepherd programs strive to protect and empower human rights of women and children who suffer because of violence, poverty, forced migration and human trafficking.

Scope of the role

The Africa Regional Manager is the link between the organization (based in Rome) and the Units of the Congregation of Our Lady of Charity of the Good Shepherd (OLCGS) in the African and Isles countries and their local ministries in the countries (Senegal, Burkina Faso, Kenya, Congo DR, Uganda, South Sudan, Madagascar, Mauritius, Reunion, Egypt, Sudan, South Africa, Mozambique, Angola). The Regional Manager has a direct reporting line with the GSIF Director and a functional reporting line with the Congregational leaders of Africa and the Isles. Its role is to implement the GSIF Strategic Plan in the region and facilitate a regional strategy to support the effectiveness of the OLCGS mission in the region.

The Regional Manager will collaborate with GSIF and the OLCGS leadership to establish a Regional Office in Africa and will lead mission development initiatives in the region according to the vision, mission and values of the Congregation and of GSIF, supporting with compassion and justice the development of programs that foster reconciliation and promote the dignity of the person, that meet needs and foster caring relationships based on trust and equality, transparency and accountability.

Expected results

- A strong partnership between GSIF and the leaders of OLCGS in Africa and the Isles which facilitates mission development in the region.
- Implementation of the strategy of GSIF in the region aligned with the regional priorities and smooth coordination with GSIF Desks and Offices.
- Improving the overall sustainability of the Good Shepherd programs/ministries in Africa and the Isles.

Area of Responsibility and Activities

Partnership Development

- Establish and cultivate a strong working and strategic relationships with the leaders of the OLCGS Units in Africa and the Isles;
- Visit regularly the Units/countries in the region to understand local context, specific needs and opportunities;
- Elaborate in consultation with the leaders of Africa and the Isles, the RIMOA Coordination Committee and GSIF Director, a regional strategy to ensure sustainability and effectiveness of the mission in the Region, including the set-up of a regional office in Africa;

- In consultation with the Unit leaders of Africa and with the Africa Team in Rome, design an Annual Activity Plan that contributes to implement the GSIF Strategic Plan in the region, including: international fundraising/grant-seeking, capacity and organizational development, networking;
- Monitor the implementation of the Annual Activity Plan supported by the GSIF team in Rome;
- Establish fluid communication with the leaders of the OLCGS Units in Africa and the Isles for the implementation and monitoring of the partnership agreements between GSIF and the Units;
- Participate in the meetings of the OLCGS Unit leaders in Africa and the Isles by reporting on the progress of the GSIF Strategic Plan in the region and reviewing with the Unit Leaders the Annual Activity Plan;
- Collaborate with congregational offices at regional and international level (Justice and Peace, Spirituality, Formation, Communication, Safeguarding) to promote an integrated approach to mission development and to develop joint initiatives that promote the values and principles of the Congregation adopting a human rights-based approach to development;
- Participate in the definition of the GSIF Strategic Plan.

Strategic Planning, Fundraising and Project Cycle Management

- Collaborate with sisters and partners-in-mission in the Units to co-design their strategic and financial plans according to a rights-based approach, focused on promoting positive change in the lives of the girls, women and children and their communities while contributing to achieve the SDGs;
- Based on the strategic and financial plans, supervise the annual preparation of the funding plan for the Units of Africa and Isles and coordinates with GSIF Desks for Fundraising, Monitoring, Finance and Administration for the preparation of the annual funding plan;
- In collaboration with the Africa Team based in Rome, collaborate with the local MDOs (or other local structures) to supervise all phases of the project and grants management for the projects funded through GSIF and other international donors;
- Maintain and cultivate high-profile relations with regional representatives of foundations, corporations, government agencies and other institutional donors, in coordination with the Director;
- Ensure, in accordance with the guidelines of GSIF, that the regional office raises funds ethically, in compliance with GSIF values and policies and implement GSIF due diligence procedures for corporate donors.

Strengthening capacities, structures and networks

- Ensure that GSIF policies are well known and applied by local partners and support them in ensuring compliance;
- Promote the exchange of best practices in the project management cycle in coordination with the other Desks and Offices of GSIF and with the Regional Coordination Committee;
- Coordinate with the ministries and local leaders to implement good practices in the region in PCM, Finance and Admin, Communication, Safeguarding, in collaboration with like-minded organizations (other congregations, NGOs, Church entities, UN agencies, etc);
- Provide periodic information to the Director on the progress of the activities, indicate areas of risk and make proposals or intervene directly to overcome the obstacles that prevent the achievement of the established objectives;
- Coordinate capacity development workshops / sessions in line with GSIF Strategic Plan and based on the needs identified in the region/countries.

Requirements

- At least 5 years of experience in the development sector (cooperation for development, social services, humanitarian aid, human rights advocate) preferably with a combination of grassroots work and management/supervisory responsibilities;
- Prior work experience with OLCGS Congregation or other Catholic organizations is an advantage;
- Sound knowledge and proven experience in facilitating multi-stakeholders strategic planning at community and organizational level. Experience in using Theory of Change is a plus;
- Demonstrated capacity to work in a multi-cultural and geo-graphically diverse environment maintaining profound respect for different cultural background adopting a balanced and un-biased approach;
- Knowledge of the socio-economic reality of Africa and the Isles, especially of girls, women and children's rights;

- Good knowledge and experience of Project Cycle management and Grants Management, including financial planning and management;
- Capacity to coordinate supervise large, multi-donor projects, ensuring timely reporting and donor compliance;
- Training and facilitation skills; able to conduct small and big group meetings / workshops;
- Able to work remotely, with minimal supervision;
- Experience in fundraising with institutions and individual donors;
- Proficiency in English and working knowledge of French are essential, basic Portuguese is a plus;
- Proficiency in the use of MS Office tools, especially MS Excel, Teams and Power point.

Personal qualifications and attitudes

- **Commitment to serve the GSIF and Congregation's mission of care, compassion and justice, to promote the dignity of all persons, especially those who live in situations of poverty, violence, trauma and abuse;**
- **Alignment with the organisational values of integrity, transparency, accountability, perseverance and flexibility of GSIF;**
- **Openness to work in a multi-cultural environment;**
- **Empathy and problem-solving attitude.**

Apply to:

Interested applicants, please send a CV with details of 2 references, and a letter of motivation of maximum 500 words in English or French to recruitment@gsif.it by 3rd December 2023.

GSIF recognizes that it has the responsibility to respect and promote gender equality and the safety and protection of all children. GSIF has a ZERO-tolerance policy regarding child abuse. GSIF reserves the right of conducting a background check of the potential candidates. All staff and consultants associated with GSIF should sign and agree to the statement of the commitment and the Code of Conduct after the sign-off and the signed forms needs to kept in everyone's files. Failure to sign the GSIF Child Safeguarding Policy and Code of Conduct will result in the candidate not being appointed to the role.