



Company Profile

World Hope International (WHI) is a Christian non-profit operating in 20+ countries including affiliate fund raising entities in Australia, Canada and the US. Our expertise is in Global Health, Social Protection, Water and Energy, and Social Ventures serving approximately 1 million persons per annum regardless of ethnicity, gender, race and religion.

For 25 years World Hope International has pursued a vision of a just, safe and equitable world. Our history demonstrates that effective and practical solutions exist to complex problems. When marginalized communities experience opportunity and dignity supported by innovative partnerships with governments, private sector and resource partners, transformative change happens.

Job Profile

As WHI's senior representative in the country, the Country Director personifies the mission and values of WHI and takes overall responsibility for the country strategy, team and partnerships. WHI is seeking a Country Director with the grit, innovation and drive to grow the Liberia program with a focus on grants and institutional donors. The CD will have significant autonomy in program growth consistent with 1) the four program focus areas of WHI 2) compliance with WHI and partner policies / agreements and 3) in pursuit of the KPI for Country Directors listed below. WHI's current activities include Water and Energy and Social Protection programs primarily around the capital region of Monrovia.

Key Deliverables and KPI

Partnerships & Revenues: Build effective government, private sector, social sector, academic and donor partnerships.

- # of active MoU's in place with academic, government and private sector partners
- % YoY increase in grant and institutional funding
- Evidence of leadership roles in advocacy and funding consortium

People & Culture: Lead a diverse, creative and productive country team of professionals.

- Staff diversity indicators relevant to the country context.
- # of security and safeguarding incidents managed annually.
- Evidence of employee engagement and performance management processes.

Compliance & Ethics: Ensure high standards of professional ethics and disciplined compliance.

- Quality audit performance – Local Statutory Audits, WHI Audits, Donor Audits
- Evidence of gender equity and social protection mainstreaming in program evaluations.
- Staff capabilities with relevant humanitarian standards and organizational policies.

Innovation & Impact: Enable evidence-based impact through innovative programs.

- # and value of innovative initiatives funded and launched.



- % YoY increase in the number of persons or families impacted by programs.
- Evidence of tech innovations enabling both organizational and program outcomes.

Stewardship & Accountability: Manage transparently the stewardship of resources.

- % of national office costs covered by grant and institutional funding as direct costs.
- Evidence of proactive and disciplined cash flow management relevant to the country program.
- Consistent and timely project reporting and management of DM&E data systems.

Success Factors

Successful WHI staff are highly self-motivated, thrive in changing and challenging environments, demonstrate passion for ever-improving outcomes and are comfortable innovating with new technologies. The Country Director will have excellent business development skills and experience in maintaining partner relationships. S/he will effectively lead diverse teams, mentor leaders and hold all staff to high levels of professional accountability. S/he will make clear, honest and effective written and verbal communication a priority in all situations. A background in public health and / or engineering is preferred along with experience market-based approaches and / or public sector systems strengthening

Accountability

The Country Director reports to the COO; works within standards set by the CFO, CLO and Technical Directors and collaborates extensively with grant writers, fundraising and M&E roles.

The Country Director ensures accountability to local authorities, standards guiding international humanitarian work and effective safe-guarding protocols; while actively engaging beneficiary communities as equal partners in the design, monitoring and evaluation of projects.

Qualifications

- Master's degree or equivalent experience in international development related field.
- Experience and qualifications in public health and / or engineering is preferred.
- Experience with market-based approaches and / or public sector systems strengthening.
- At least 10 years of progressive management experience in humanitarian programs.
- Evidence of entrepreneurial initiatives and competence in deploying new technologies.
- Experience in West Africa is preferred.
- Fluent budget and financial management skills.
- Willingness to serve a five-year commitment to the role.

Equal Opportunity Employer

WHI actively seeks out diverse backgrounds, perspectives, and skills. WHI is committed to an environment of respect and psychological safety where equal employment opportunities are available to all.



Compensation

- One-year fixed term contract subject to renewal.
- Salary range of USD 55,000 – 80,000 based on experience and compensation history.
- International health insurance for the employee and dependents.
- Travel to posting and annual home leave for employee and dependents.
- All necessary visa and work permit required for the role.
- Dependent education allowance.
- Funded opportunities for continuing education.