



## Job Vacancy

<i>Position Title:</i>	Senior Manager of Partnership
<i>Job Family:</i>	Child Program
<i>Job Sub-Family:</i>	Partnership
<i>Level:</i>	M3
<i>Grade:</i>	11

### JOB SUMMARY

This senior manager is a member of the National Management Leadership team and provides leadership for all the work with local churches of the National Office/geography as it works to build the ownership, capacity, and resources of local churches to effectively minister to children and youth in their context.

The incumbent collaborates with the National Director and peer managers for alignment and ensuring adequate capacity to support church-facing teams. He/she leads the development and implementation of the Partnership and Growth Strategy that contributes to partner maturity and high quality programs. Leads implementation of the Partnership Management core process.

The primary purpose of this position is to provide full management through subordinate managers and/or senior professional staff. This responsibility includes hiring, discipline, and termination, as well as, coaching, performance management, assigning, checking, and approving work to satisfy broad objectives and department strategies. The incumbent will ensure completion of department responsibilities, calling on available resources to achieve department objectives, working within approved budget.

### ESSENTIAL JOB FUNCTIONS

- Maintains a personal relationship with Jesus Christ. Is a consistent witness for Jesus Christ, maintains a courteous, Christ-like attitude in dealing with people within and outside of Compassion, and faithfully upholds Compassion's ministry in prayer.
- Acts as an advocate for children. Understands and advances Christ's mandate to protect children. Raises awareness of the needs of children and takes active steps to help protect against neglect, abuse, and exploitation of children. Promotes the dignity, respect, positive treatment, potential of children in all circumstances. Encourages the involvement of others in helping children in need. Reports and appropriately supports responses to incidents of harm of children if they occur.
- Provides leadership and development to direct reports. Works with staff to foster an environment of professional growth, in alignment with compassion's strategies and objectives. Consult with peer management and senior leaders to successfully align departmental resources and priorities across Compassion.
- Contributes to or prepares and administers the annual budget and departmental expenses, ensuring accountability for on-time completion of deliverables based on department objectives, SLAs, and other Compassion standards, ensuring compliance with regulatory and board policies.
- Selects, manages and develops assigned staff, establishing goals and objectives, coaching and managing performance, including discipline, motivation, and annual reviews; supports continuous learning and development that enhances individual performance and organizational capability.
- Demonstrates to team members a personal commitment to serve, respect, and empower the church according to principles and commitments outlined in Compassion's ministry philosophies. Builds a team that demonstrates the same commitment.
- Serves as a member of the National Leadership Team. Collaborates and coordinates with National Leadership team, regional office counterparts, and where appropriate global counterparts to successfully align work with priorities across the National Office and Compassion. Works closely with the National Leadership Team in higher level direction-setting and decision-making applicable across all of the work in the country.
- Collaborates closely with Program Support and Business Support to address program design issues as well as plan the needed levels of technical expertise, support and training for Partners within the geography. Ensures proper implementation of country-defined aspects of program and processes needed to support the local church's ministry to children and youth.
- Leads development and implementation of the Partnership and Growth Strategy of the national office. This includes clearly identifying sub-regions in which to grow and phase out clusters within the country, ensuring capacity and direction for effective pre-partnership preparation and selection, developing the maturity of existing partners, increasing local resource mobilization, and managing overall growth/reduction of child registrations in a way that enhances the long-term self-sufficiency of the church.

- Leads all church-facing team staff in the country to ensure effective integration of the global Partnership Certification training and required tools.
- Directs all church partners in the country to implement the Partnership Management core process with special attention given to ongoing monitoring and evaluation of performance metrics. Approves national level-defined changes to the process and recommends changes to the global process as appropriate.
- Represents Compassion with denominational, governmental and other organizational bodies as delegated by the National Director. Promotes and authorizes alliances with such organizations at the national level that increase opportunities for church partner resource mobilization.
- Ensures that all Compassion commitments to the church are met, and that church partners address all operational and supporter engagement commitments.

## Skills Required for the Position

- Is accountable for the performance and results of multiple related teams
- Develops departmental work plans guided by functional and organizational plans, impacts the department results by supporting and funding of projects, products, services and/or technologies
- Decisions are guided by resource availability and organizational objectives
- Full accountability for meeting talent (people) and fiscal (budget) goals for area of responsibility
- Manages multiple related teams, sets departmental priorities and allocates resources to align with organizational objectives and annual plan
- Guided by functional and organizational plans, impacts the department results by supporting and funding of projects, products, services and/or technologies
- Provides leadership to at least two managers and senior level professional staff
  - Good understanding of English and French (both written and spoken) is highly recommended for the position.

## Education Requirement

Master's Degree in Sociology, Project Management, Business Administration, Partnership Development, Finance, Accounting, Anthropology, Psychology, Communication...

## Work Experience

Minimum of 7 years work experience in leadership position in related field is required for the position.

## Driving license

Driving License for 5 seats car is required.

## Application Submission

Application Letter (letter addressed to the Human Resources Business Partner), Police record, Resume/CV, Recommendation from the Spiritual Leader, copy of Master's degree diploma or certificate or any relevant documents.

Every candidate interested in this position is requested to fill the online form by using this link:

<https://forms.gle/PnJf3DBQ6EhX61Y98>

Then to send his application composed of the above listed documents to the following address: **05 BP 387 Lomé - Togo** before 27th March 2020 at 12h00 pm.

NB: Any of the above listed documents missing will lead to the application rejection

## WORKING CONDITIONS

<b>Work Environment</b>	Office - Standard Office Environment
<b>Physical Demands</b>	Sitting, standing, and/or walking for up to 8 hours per day
<b>Travel Requirements</b>	May be required to travel up to 10% of normal schedule
<b>Work Location:</b>	Togo

NB: Female candidacy is encouraged. Only retained applicants will be contacted.