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| **TITLE:**  **Programme Director - EMPOWER (funded by FCDO)** | | |
| **TEAM/PROGRAMME: TBC** | **LOCATION: Kampala,Uganda** | |
| **GRADE**: TBC | **CONTRACT LENGTH: Five Year (60 months) April 2024 – March 2029** | |
| **CHILD SAFEGUARDING:**  Level 3:  the post holder will have contact with children and/or young people *either* frequently (e.g. once a week or more) or intensively (e.g. four days in one month or more or overnight) because they work country programs; or are visiting country programs; or because they are responsible for implementing the police checking/vetting process staff. | | |
| **ROLE PURPOSE:**  Save the Children (SC) is a global leader in humanitarian and development programming worldwide, working as the preeminent voice for children for 100 years. SCI is the world's largest independent child rights organization, underpinned by a vision in a world in which every child attains the right to survival, protection, development, and participation. SCI mission is to inspire breakthroughs in the way the world treats children, and to achieve immediate and lasting change in their lives. SCI has worked in Uganda since 1959 to ensure that Uganda’s children are healthy, safe, and educated and is currently active in 36 districts directly reaching 551,928 children and 239,246 adults with both humanitarian actions, and longer-term solutions.  Save the Children is seeking a dynamic and experienced Programme Director for an anticipated five-year family planning/reproductive health project -EMPOWER in Uganda, funded by the UK Foreign, Commonwealth Development Office (FCDO). The Programme Director will lead a consortium of local and international partners to deliver on the key project outcomes. The Programme Director is responsible for providing leadership, strategic direction, and operational management, with direct accountability to the donor and consortium partners. Specifically, this includes satisfying all contractual obligations to ensure work is delivered on time and within budget, meeting quality specifications.  ‘Empowering Women for Better Reproductive Health Outcomes Programme (EMPOWER)’ is a five-year project spanning from May 2024 to 2029 targeting 70-80 districts in Uganda. Funded by FCDO, its overarching objective is to align with key objectives outlined in Uganda's National Development Plan (NDPIII), Health Sector Development Plan (HSDPII), National Family Planning Costed Implementation Plan (FP-CIP II), and the Total Market Approach Strategy (2020-2025).  The programme's focal points will address the foundational elements underpinning Uganda's persistently high rates of maternal mortality and unintended pregnancies. Specifically, these include addressing deficiencies in healthcare systems that impede the delivery of critical maternal and reproductive services, as well as combating misinformation and cultural barriers that encroach upon women's autonomy over their bodies.  Anticipated outcomes of the program include a tangible reduction in preventable mortality rates among mothers, infants, and children, alongside fostering the empowerment of women and girls. Central to this empowerment is enabling individuals to make informed decisions regarding their reproductive choices and economic prospects. EMPOWER will achieve this through capacity building for healthcare personnel, fortification of healthcare systems to enhance the provision of reproductive and maternal services, and amplification of women's agency in accessing Family Planning (FP) services in alignment with their preferences. Additionally, efforts will be made to dispel misinformation and challenge detrimental social norms surrounding FP.  Please note that the position is contingent upon receipt of the award from the donor. | | |
| **Reports to: Director of Programme Operations**  **Staff reporting to this post: MEAL Manager, SBCC Adviser, SRHR Adviser**  **Budget Responsibilities: *$TBD***  **Role Dimensions**:  Complexity: The Programme Director will oversee a team of experts and support staﬀ, prepare reports and annual operating plans, align project initiatives with in-country priorities and ensure the programme is compliant with FCDO and Save the Children’s regulations.  Relationships and communication with stakeholders: S/he will collaborate with the Ministries of Health, and other critical partners to provide high-level support for eﬀective capacity building at the local level and sustainability of the programme interventions. | | |
| **KEY AREAS OF ACCOUNTABILITY:**  ***Project Implementation and Stakeholder relations***   * Ensure achievements of the programme objectives, as contained in project proposal and guidance; developing strategic plans, annual and quarterly work plans, and overall management of the grant implementation in line with FCDO guidelines; * Ensure high quality technical leadership and oversight is in place for the programme; * Ensure that programme team, and consortium partners are familiar with programme design and targets agreed to in the performance framework; * Lead team in ensuring proper coordination among local government, country-wide initiatives, community partners, NGOs and other key stakeholders; * Ensure that relevant technical materials are made available, and that appropriate dissemination takes place; * Represent Save the Children as the prime with partners and key stakeholders, maintain positive relationships with FCDO, and Ministry of Health; * Establish eﬀective communication and coordination with personnel from the Ministries of Health in order to implement interventions and incorporate country-wide priorities;   ***Consortium Management:***   * Lead and manage a consortium, ensuring effective coordination, collaboration, and adherence to FCDO regulations and guidelines. * Serve as the primary point of contact with FCDO, providing regular updates on program progress and addressing any issues or concerns.   ***Compliance***  ·         Ensure compliance with FCDO regulations, and procedures, including compliance with Save the Children guidelines;  ·         Ensure compliance with all relevant administrative, human resources, procurement and ﬁnancial policies and procedures of Save the Children and FCDO;  ***Strategic Planning and Development***  ***·*** Actively participate as a member of the Country Senior Management Team (SMT), contributing to country strategic plans;  ·         Establish, build, and nurture eﬀective teamwork and ensure a cohesive workplace environment for optimum staﬀ retention and motivation;  ·         Supervise team and provide necessary guidance to ensure that program targets are met;  ·         Incorporate SC’s vision and values and full adherence to Code of Conduct principles;  ·         Closely monitor security dynamics in the project areas and report to the CD on signiﬁcant changes in the security context. | | |
| **BEHAVIOURS (Values in Practice**)  **Accountability:**   * holds self-accountable for making decisions, managing resources efficiently, achieving and role modelling Save the Children values * holds the team and partners accountable to deliver on their responsibilities - giving them the freedom to deliver in the best way they see fit, providing the necessary development to improve performance and applying appropriate consequences when results are not achieved.   **Ambition:**   * sets ambitious and challenging goals for themselves and their team, takes responsibility for their own personal development and encourages their team to do the same * widely shares their personal vision for Save the Children, engages and motivates others * future orientated, thinks strategically and on a global scale.   **Collaboration:**   * builds and maintains effective relationships, with their team, colleagues, Members and external partners and supporters * values diversity, sees it as a source of competitive strength * approachable, good listener, easy to talk to.   **Creativity:**   * develops and encourages new and innovative solutions * willing to take disciplined risks.   **Integrity:**   * honest, encourages openness and transparency; demonstrates highest levels of integrity | | |
| **QUALIFICATIONS**  Master's degree in public health or related ﬁeld | | |
| **EXPERIENCE AND SKILLS**  **Essential**   * Advanced degree in public health, international development, or a related field, with at least 7 years of relevant experience in managing complex health programs, preferably in maternal and child health, reproductive health, and family planning. * Strong understanding of FCDO regulations, policies, and procedures, with demonstrated experience in managing FCDO-funded projects. * Proven track record of successful consortium management, partnership development, and stakeholder engagement. * Experience leading, managing, and mentoring a team, including matrix management across organisational departments; able to clearly articulate strategies that support a team to deliver results and respond to donor priorities. * Excellent technical expertise in maternal and child health, family planning, social and behavioural change communication, and capacity building. * Strong leadership, communication, and interpersonal skills, with the ability to work effectively in a multicultural environment and under pressure. * Experience working in Uganda or similar contexts in Sub-Saharan Africa is highly desirable. * Fluency in English is required, knowledge of local languages is an asset.   **We will consider other candidates with strong knowledge and experience of institutional donors similar to FCDO.** | | |
| **Additional job responsibilities**  The duties and responsibilities as set out above are not exhaustive and the role holder may be required to carry out additional duties within reasonableness of their level of skills and experience. | | |
| **Equal Opportunities**  The role holder is required to carry out the duties in accordance with the SCI Equal Opportunities and Diversity policies and procedures. | | |
| **Child Safeguarding:**  We need to keep children safe so our selection process, which includes rigorous background checks, reflects our commitment to the protection of children from abuse. | | |
| **Health and Safety**  The role holder is required to carry out the duties in accordance with SCI Health and Safety policies and procedures. | | |
| **JD written by: Moe Elbashier** | | **Date:** |
| **JD agreed by: Selema Akuiyibo** | | **Date:** |
| **Updated By:** | | **Date:** |
| **Evaluated:** | | **Date:** |