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| **SAVE THE CHILDREN INTERNATIONAL**  **ROLE PROFILE** | |  |
| Position Title: | Regional Director, Latin America and the Caribbean |

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| **Team** | International Programmes | **Grade** | CTR A Senior level |
| **Reports To (Title):** | Chief Operating Officer | **Contract Length** | Permanent |

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| **Job Purpose** |
| To lead Country Offices in Latin America and the Caribbean in delivering Save the Children’s Global strategy through high-quality programmes and advocacy for children's rights, ensuring compliance with member and donor expectations and applicable frameworks. This role exists to build capacity, mentor, and hold Country Directors accountable for impactful and efficient operations while fostering a safe and inclusive environment. The Director will also drive innovation and knowledge sharing to support Save the Children’s mission and goals across the region. |

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| **Principle Accountabilities** |
| * Provide strategic leadership towards Save the Children’s Global Strategy and delivery of transformational programming in Latin America and the Caribbean, ensuring alignment with Save the Children's mandate, strategy, and theory of change * Support Country Directors in converting their Country Visioning work into a roadmap that looks to develop a sustainable operating model that articulates our localization agenda * Manage the performance of Country Directors, fostering a culture of accountability and continuous improvement to achieve impactful results * Drive a culture of evidence and impact, risk management, and compliance across country offices in the region, ensuring accountability and support for Save the Children's values * Represent the voice of the region in Global Teams and Senior Leadership Team meetings, advocating for the unique needs and priorities of the Latin America and Caribbean region. Foster effective collaboration between country & national offices and members * Act as a spokesperson and proactively advocate on children's rights in all contexts at regional engagements and forums, actively promoting Save the Children's mission and values * Actively cultivate strategic partnerships and relationships (alliances, partnerships, donors) in support of our Impact and Evidence agenda and that strengthen Save the Children’s vision and mission * Support crisis management efforts within the region, chairing CMTs when required and leading efforts between country offices and global teams to ensure effective and timely responses * Manage and support regional programmes (as required), ensuring they are delivered on time, within budget, and in full compliance with organisational standards and policies. |

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| **Financial Dimensions** | |  |  | | --- | --- | | X | Approximately 90 million per annum | |

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| **People Management Responsibility**  (direct / indirect reports) | |  |  | | --- | --- | | 12-13 | Direct reports (8 CDs, 3 staff, 1-2 project directors) |  |  |  | | --- | --- | | X | Matrix Manager – (projects/dotted line) | | X | Manager of a team | |  | Team Manager (manager of multiple teams) | |

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| **Global Remit** | Operates in:   |  |  | | --- | --- | |  | Country / Function | | X | Multiple Countries / Multiple Functions | |  | Global | |

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| **Travel Requirements** | International travel:   |  |  | | --- | --- | | X | Yes | |  | No |   Percentage of travel:   |  |  | | --- | --- | |  | Less than 5% | |  | Up to 10% | | X | Up to 20% | |  | Up to 40% | |  | Up to 80% | |  | 80% + (Roving) | |

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| **Key Relationships** | |
| **Internal** (excluding direct team and manager) | **External** |
| * Global Teams & business partners * Member CEOs and Global Programme Directors * SLT * CO SMTs | * Local and international partners * Country governments and regional bodies * Donors and International institutions * UN agencies, Red Cross and other INGOs |

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| **Competencies** | | | |
| **Cluster** | **Competency** | **Level**  **Skilled/accomplished/leading edge** | **Behavioural indicator** |
| Leading | Delivering Results | Leading Edge | 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 |
|  | Leading and inspiring others | Leading Edge | Creates a competitive and innovative culture which empowers others to deliver. |
|  | Leading and inspiring others | Leading Edge | Demonstrates managerial courage t and engages others in a shared vision and strategy that will deliver more for children |
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| Thinking | Problem solving and decision making) | Leading Edge | Provides a strategic framework to support decision making across the organisation |
|  | Strategic thinking | Leading Edge | Shapes strategic direction that takes account of present constraints as well as future opportunities |
|  | Innovating and adapting | Leading Edge | Drives innovation and breakthrough solutions to improve outcomes for children |
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| Engaging | Working effectively with others | Leading Edge | Leverages individual and cultural diversity to achieve organisational success. |
|  | Developing self and others | Leading Edge | Continuously builds capability to address future challenges and opportunities; supports others in identifying their skill needs and development aspirations, and coaches and mentors them in their development. |
|  | Networking | Leading Edge | Aligns and builds networks and alliances to reflect global shifts and opportunities |
|  | Communication with impact | Leading Edge | Delivers influential advice and briefings to internal and external audiences to build the call for action |

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| **Experience, Skills, Education and Qualifications** | |
| Essential | Desirable |
| * Bachelor’s degree in International Development, Social Sciences, Public Health, Public Policy, Business Administration, or related field. * Exceptional oral and written communication skills in English and Spanish. * Knowledge of the LAC region essential.   **Skills:**   * Leadership and Management: Demonstrated ability to lead, inspire, and motivate a large, diverse, and geographically dispersed team. Proficient in building and developing relationships within a team, advocating for an inclusive workplace that values each member's unique contribution. * Strategic Thinking: Ability to set ambitious and challenging goals, coupled with a future-oriented, strategic, and global perspective. * Operational and Financial Acumen: Strong understanding of program, financial, and operational management processes. Proven capacity to oversee large and complex budgets and ensure financial sustainability. * Analytical and Problem-Solving: Expertise in solving complex issues through detailed analysis, defining a clear path forward, and ensuring commitment from stakeholders. * Representation and Advocacy: Strong skills in representing and negotiating with government bodies, donors, and international organizations to influence policy for children and establish supportive partnerships. * Cultural Competency: Demonstrates awareness and sensitivity to cultural diversity, ensuring actions and language are respectful and inclusive. Committed to ongoing learning and development in this area.   **Experience:**   * Senior Leadership in Complex Programmes: Considerable experience in senior leadership roles within large and complex country or regional programs, including significant senior field experience in both development and humanitarian response. * Team Development and Mentoring: Proven background in building, leading, and developing large teams of senior staff with diverse backgrounds, fostering an environment conducive to professional growth and high performance. * Instability and Rapid Change: Substantial experience operating within rapidly changing political environments or other unstable settings. Demonstrates resilience and adaptability in challenging contexts. * Networking and Opportunity Acquisition: Proven ability to build personal networks at senior levels, resulting in securing significant new opportunities for the organization. * Policy Influence and Partnerships: Extensive expertise in advocacy and negotiation with governments in Latin America, donors, and international bodies, aimed at influencing children’s policies and establishing robust partnerships with Save the Children. * Commitment and Values: Demonstrates a strong commitment to the values of Save the Children, including accountability, ambition, collaboration, creativity, and integrity. * Diversity, Equity, and Inclusion: Experience in promoting and integrating diversity, equity, and inclusion in the workplace, ensuring a supportive and respectful environment for all team members. | * Master’s degree or higher in relevant fields. * Proficiency in French or Portuguese is a significant advantage. * Experience with migration and displacement issues, preferably in Latin America and the Caribbean * Experience working with both civil society and government partners in strong collaborative initiatives. * Experience in both humanitarian and development contexts. |

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| **Safeguarding** |
| We need to keep children and adults safe so our selection process includes rigorous background checks and reflects our commitment to the protection of children and adults from abuse.  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. |

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| **Diversity, Equity and Inclusion and Equal Opportunities** |
| Diversity, Equity and Inclusion is core to our vision, values and global strategy. Save the Children is committed to creating a truly diverse, equitable and inclusive organisation, and one which will support us in our vision to ensure every child attains the right to survival, protection, development, and participation.    We are committed to equal employment opportunities, regardless of gender, sexual orientation, race, colour, ethnic origin, nationality, disability, marital or civil partnership status, gender reassignment, pregnancy and maternity, caring or parental responsibilities, age, or beliefs and religion. We are committed to diversifying our staff to better represent the communities we serve and actively welcome underrepresented groups to apply.    Reasonable adjustments will be made should any candidate invited to interview require this. |

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| **Version Control and Approval** | | | | |
| Version | Date | Author | Reviewer | Approver |
| 1 | 17/07/2024 | Isabel de Blas Marin | Regional Directors | Gabriella Waaijman |
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