



Country Director, Democratic Republic of Congo

Job Description

Job Title:	Country Director
Level and Grade:	Senior Director Grade 100
Job Type:	Full-time
Reporting Manager:	Senior Regional Director
Department:	International Programs
Office:	Kinshasa, Democratic Republic of the Congo
Date:	08/16/2022

About Corus:

Corus International leads an ensemble of social impact organizations working together in the world's most fragile settings to deliver the holistic, lasting solutions needed to overcome the interconnected challenges of poverty, health care access and climate change. Corus is a new model in the international space, creating a consortium of specialized non-profit and for-profit entities for greater impact. Additional growth is expected.

Corus combines over 150 years of experience of our non-profit and for-profit subsidiary organizations – LWR, IMA, CGA Technologies, Ground Up Investing, and LWR Farmers Market. Together, the organizations take a systematic approach to grow rural economies, eliminate extreme poverty, ensure access to quality healthcare, and respond to urgent humanitarian needs in fragile settings.

Further details about the organization can be found at <https://corusinternational.org>

Job Brief:

Position Summary:

The Country Director (CD) is the senior leader and official representative for Corus International in DRC, based in Kinshasa. Country offices serve as the foundation and infrastructure on which Corus' subsidiaries implement programs, projects, and activities, and serve to represent Corus and its subsidiaries at the country level. The CD's primary responsibility is to oversee a high quality and compliant program portfolio with an annual budget of over \$30 million. The CD is responsible for representing Corus International in the country with relevant networks, peer organizations, local communities, the host government, and donor agencies; supporting the growth of the country program; managing to approved budgets; ensuring vigilance and compliance with company, donor, and host country laws and regulations; leading security decision making, communications and protocols; and providing direction to

country staff in alignment with Corus International's vision and organizational strategy. While based in Kinshasa, the CD will travel regularly to Corus project offices in Goma and various provinces.

Key Result Areas:

The success of this role is measured by the following KRAs:

- Delivery of high-quality, high-impact results from projects and programs implemented by Corus International.
- High-functioning country team cultivated and maintained.
- Compliance with donor, agency, and host country requirements and regulations.
- Full execution of approved budgets within the established project and fiscal year timeframes.
- Establishment and maintenance of excellent relations with public and private partners, donor agencies, such as FCDO, USAID, World Bank and others, and host government authorities in country of responsibility.
- Contribution to business development goals and maintenance of a robust and diversified portfolio of diversified donor-funded awards.

Roles and Responsibilities:

Networking, Partnership, and Representation (30%)

1. Initiate and strengthen relationships with host government authorities, UN Agencies, donors, peer organizations, private sector actors, and local partners in the DRC.
2. Keep abreast of, and report on social, political, environmental, and economic trends in the DRC.
3. Identify and develop relationships with people, organizations and institutions that can enrich country programs and help achieve Corus' strategy. Participate in relevant networks, forums and other coordination and learning spaces.
4. Represent Corus International to authorities, donors, peers, and other key strategic audiences.

Leadership and Management (30%)

1. Provide overall management and programmatic oversight and lead staff duty of care for Corus International country staff of 8 direct reports and 2 indirect reports.
2. Ensure compliance of all organizational and donor policies and procedures at the country level.
3. Serve as ethics liaison in coordination with the HQ-based enterprise risk management team.
4. Accountable for security of personnel and assets in country; serve as security focal point for staff and programming in countries without dedicated security staff.

Strategy and Knowledge Development, Implementation, and Oversight (20%)

1. Provide overall strategic and technical guidance to Country staff related to implementation of projects in accordance with project agreements to ensure objectives are met within the required time frames and budgets. Where necessary, ensure preventative and corrective action is taken using an Adaptive Management model.
2. Facilitate and ensure country program alignment with Corus technical and growth strategies.
3. Develop and execute annual budgets and forecasts and ensure that budgets are spent fully, effectively, and on time.
4. Identify and coordinate training needs and implement, with support from HR, professional development ladders for country staff.

Business Development Strategy & Growth (20%)

1. Work with the HQ- Business Development team and regional team to develop and implement a Business Development action plan.
2. Support the expansion of the country program portfolio: CD will assertively and strategically position for and pursue new sources of institutional donor funding in alignment with agency strategy and priorities and in consultation with Senior Regional Director and Business Development.
3. Participate in the development of proposals in coordination led by the Business Development and QUL (Quality and Institutional Learning) teams.
4. Coordinate with External Relations on organization-wide fundraising efforts, constituent engagement efforts, and related information requests.

Supervisory:

This role reports to the Senior Regional Director and supervises 8 direct reports and 2 indirect reports. The overall staff count for DRC is 197.

Education:

Master's degree (Master of Public Health preferred) plus a minimum of 12 years of experience.

Qualifications:

1. Language: Bilingual in English + French. Beneficial: Lingala, Swahili
2. Significant programmatic and technical knowledge about international development in DRC and specific knowledge of country required; prior work experience in DRC a must.
3. Knowledge of USAID, WB, FCDO and other bilateral and multilateral funding agencies, and private foundations, and in particular their funding priorities, proposal guidelines, procurement, and reporting procedures.
4. Experience leading and managing a professional and support staff in a multicultural, multi-linguistic environment.
5. Extensive travel may be required.
6. Proficiency in Microsoft Office applications including MS Word, Excel, PowerPoint.
7. Professional maturity required– Maintains a positive outlook, motivates self and team to work constructively under pressure. Responds resourcefully when challenges arise and accepts responsibility for actions, learning and change. Arrives at work and appointments on time.
8. Analytical thinking – Builds a logical approach to address problems or opportunities; manages the situation at hand by drawing on own knowledge and experience base and calling on other references and resources as necessary. Approaches analysis with an unbiased, impartial view.
9. Oral and written communication – Clearly and effectively expresses ideas, thoughts and concepts verbally and in written or graphic form, using correct and appropriate grammar, organization and structure, and effective presentation media and techniques. Uses appropriate media and approach to present ideas formally to individuals or groups with required impact.
10. Decision-maker – Demonstrates excellent interpersonal skills. Capable of directing and managing change, inspiring teamwork and high performing teams.
11. Strategic planning and integration – Demonstrates the knowledge and capacity to foster development of a common vision. Identifies a path to meet strategic goals by developing short and long-range plans that are appropriately comprehensive, creative, realistic and effective in meeting goals. Exhibits leadership in integrating planning efforts across work units.
12. Technical expertise in Global Health.
13. Demonstrated experience in the design, management, implementation, monitoring, and evaluation of INGO health and/or livelihoods programming.
14. Demonstrated oversight of program management staff comprised of 50 or more staff.
15. Deep commitment to Corus International's mission, vision, and values strategy, including capacity strengthening of national staff and local partners.

Other Duties:

This job description is not designed to cover or contain a comprehensive list of activities, duties, or responsibilities for the position. Duties, responsibilities, and activities may change at any time with or without notice. All positions are required to perform any additional tasks assigned by the supervisor. Global positions that are bound by contracts will not be changed without notice and approval.

Working Conditions, Travel, and Environment

While the Country Director is based in Kinshasa, this position must be able to travel as required for standard domestic and international business purposes. Regular travel to all satellite offices in country (Goma and various provinces) is required. While performing the duties of this job in different locations, the employee may be exposed to precarious settings under high security risks and/or very basic living conditions and outside weather conditions, as well as to infectious diseases.

Diversity, Equity, Inclusion and Zero Tolerance to Abuse

As a member of the Corus Family, each employee is expected to:

- Help to develop and maintain an environment that welcomes and develops a diverse workforce.
- Foster a work environment where everyone feels valued and included.
- Objectively support all employee evaluations and promotion processes based on skills and performance, not on gender or ethnicity.
- Promote a safe, secure, and respectful environment for all members of the Corus family: stakeholders in general, and particularly for the communities we serve.
- Follow Corus' Code of Conduct, helping to prevent any type of abuse including workplace harassment, sexual abuse and exploitation, and trafficking in persons, including by promoting the freedom to report cases.
- Adhere to the Organizational Core Values

Corus International prohibits discrimination and harassment of any type and affords equal employment opportunities to employees and applicants without regard to race, color, religion, sex, age, national origin, disability status, sexual orientation, protected veteran status, or any other characteristic protected by U.S. or International law.