



Member of ChildFund Alliance

Barnfonden seeks an experienced Program Director

Barnfonden is a Swedish non-profit organisation working for and with children in Africa, Asia and Latin America. Our vision is a world in which all children can look forward to a better future. Barnfonden works together with local partners and communities to ensure children are protected, healthy, and have access to quality education. Barnfonden gives families the possibility to secure their own livelihoods and creates long-term and sustainable development for the surrounding communities. Our programming strives to respond not only to the problems children face now, but to prepare them and their families for risks that threaten their futures, such as environmental degradation, climate change and forced migration. Barnfonden is a member of ChildFund Alliance – one of the world's oldest and most experienced child-focused development agencies. With a global network of 11 organisations, ChildFund Alliance assists more than 13 million children and families in over 60 countries. Barnfonden wishes to recruit a Program Director to join us at the head office in Malmö, where our 18 staff work closely together with supporters, partners and communities to realise the goal of creating better futures for children.

Who you are

Do you have a passion for international development work and child rights? Do you get energy from identifying and realizing solutions to complex societal challenges? Are you a strategic and pragmatic leader with a thirst for development? Then this is the golden opportunity for you.

Job Description/Responsibilities

Barnfonden is seeking a Program Director to join our Senior Management Team with significant experience in child-focused development and program management. This role heads the Programs Team, comprising three program managers. The Program Director will report to the Secretary General and assist in preparing reports to the Board. The person we are looking for will be innovative, forward-thinking and passionate about leading sustainable programmes that will bring positive change to children. The Program Director is expected to provide strategic leadership to Barnfonden's development to improve program quality, programmatic impact, funding, and reach. We are currently planning our next 5-year strategy, looking at ways to reach further, find new partnerships, and take on the challenges children around the world face both today and tomorrow. It will be the Program Director's responsibility to ensure that Barnfonden's programs are as environmentally smart as possible, contribute to slowing-down environmental degradation and climate change, as well as prepare children and communities for a changing world.

The Program Director will have a thirst for investigation and a proven track record of introducing successful ideas for sustainable development. They will lead program design that is multi-sectoral, collaborative, effective and efficient. They will work collegially with the Barnfonden team to build staff capacity and the reputation of our work both nationally and globally. They will set high standards and ensure compliance to meet accountability targets and commitments. An important part of the job will be to identify and build new partnerships and dialogue with a variety of national and international actors (other CSOs, government, corporates, academia, institutions, and foundations).

The Program Director will also represent Barnfonden on the ChildFund Alliance Program Committee, Grants Support Committee, Advocacy Task Force and other groups as required. They will also ensure

alignment between Barnfonden's program and advocacy work, as well as provide input to communication and advocacy.

Requirements

The ideal candidate will have significant experience in staff management, and in building loyal, motivated and collaborative teams, supporting individuals to perform at their best. They should be able to demonstrate:

- Experience of working in a global organization, network or alliance
- A deep understanding of child-focused programming, including experience in developing theory-of-change models and results frameworks
- Significant experience in holistic, community development programming, working cross-culturally with children and communities to design programs that respond to their vision
- Experience in setting strategic plans, operational plans, and staff work plans and targets
- Success in writing quality concept notes and grant proposals to a range of donors, including government, multi-lateral donors and non-government agencies
- Experience working with monitoring, evaluation, research and learning frameworks and managing M&E, research and technical consultants
- Strong reporting skills
- Evidence of having built quality control systems and tools for management processes
- Reputable partnership and relationship credentials with partners in-country, NGO peers, and with donors
- Experience from working with Sida and the EU.
- Understanding of environmental issues related to child rights and development programs
- Experience in leading accountability submissions for external accreditation purposes
- Demonstrated understanding of child safeguarding practices, policies and procedures and ideally having acted as the key source of support, guidance and expertise on safeguarding.
- Demonstrated experience from working with advocacy and provide input to policy discussions.
- Fluency in English, both written and spoken, is a non-negotiable requirement.

Before recruitment, the successful applicant will be required to obtain a police clearance and commit to Barnfonden's Child Safeguarding Policy.

Location: Malmö, Sweden. Note that no relocation costs can be provided.

Travel: Approximately 4 weeks international travel per year plus domestic travels.

Employment status: Full time

Submission of application: Please send your CV and application letter to jobb@barnfonden.se by 28/02/2020, the selection of candidates will be done continuously. Regrettably, we cannot respond to applicants in a personalised email and only shortlisted candidates will be contacted.

Starting date: As soon as possible.

Personal data: By submitting your application you accept that Barnfonden saves your personal information until the recruitment process is finalized, or guaranteed no later than 30/05/20.

Barnfonden values diversity and we want the workplace to reflect society. Diversity at our organization means fostering a workplace in which individual differences are recognized, appreciated, respected and responded to in ways that fully develop and utilize each person's talents and strengths.