

## Deputy Country Director - DCD

Akros Research – Lusaka, Zambia



### Background

Akros strengthens national health systems in developing countries. We pride ourselves in our ground-level knowledge of the health systems where we work, and our ability to provide novel, lasting solutions implemented in developing regions.

### Purpose of the Position

The Deputy Country Director will lead the Program/Technical Department, ensuring the implementation of high quality Programs in line with Akros Strategic Plans. The DCD will also identify and develop potential future programs in close consultation with senior program and technical staff, the Regional Office and the Country Director(CD).

### Position Outline

- Reports to the CD.
- Directly supervises the technical and senior national and international Portfolio Leads (PLs) and Program Managers (PMs)
- Oversight of all Program budgets and expenditure – \$5-15 million a year
- Member of Senior Management Team. Act as Country Director when the CD is absent

### General Responsibilities

- Identifies program priorities and assists CD in developing a strategic plan to grow projects (with donors, staff, regional program and technical advisors, Business Development Team, etc.)
- Assesses environment as well as Akros' strengths/opportunities.
- Networks and identifies potential partnerships and growth opportunities
- Proactively cultivates new donor relationships.
- Prompts staff to identify new opportunities.
- Assists CD to identify innovative and emerging trends into new or existing programs
- Regularly reviews progress against indicators.
- Ensure that programs adhere to all Akros Program Quality Standards.
- Support program and partner staff in designing and conducting baseline surveys, mid-term evaluations, and final evaluations as per the program's approved M&E plan.
- Understands the interdependencies between Program and Operation (Admin, finance and HR) processes, and identifies and coordinates with Admin and finance to resolve resulting issues promptly and promote operational excellence in the program.
- Promotes knowledge management and risk management as a part of all staff's responsibilities.

- Assists CD to ensure detailed and realistic project implementation plans are developed with staff and partners.
- Regularly travels to the field to visit projects and support further progress.
- Supports accountability, learning and innovation in key areas of both management and program quality.
- Ensures high quality and timely reporting for internal and external use.
- Coordinates with CD to organize the team's work around shared vision and goals.
- Hold regular program team meetings and ensures action points from team meetings are accomplished.
- Works collaboratively with staff and keeps them well informed.
- Promotes positive conflict resolution and ongoing learning among the team(s).
- Supports staff and local partners to build effective relationships founded on respect and trust.
- Approaches other people and their views with diplomacy, humility, and integrity.
- Overall responsible to ensure that each project budget is well managed and adheres to donor intent and regulations.
- Meets regularly with individual staff members for coaching, mentoring, and support.
- Delegates' opportunities to staff that are suited to their skills and further growth.
- Promotes the ongoing development of program staff skills (in technical and non-technical topics) in areas where they lack capacity.
- Provides timely, constructive and meaningful feedback.
- Works with CD to coach staff on building effective partnerships with government and donors.
- Completes all aspects of Akros performance management on time and effectively.
- Utilizes regional (including regional, Business Development Team, etc.) to further the development of staff; liaise with regional team to implement country-level QA measures and replicate in additional countries.

### **Required Skills and Experience**

- Master's degree in Community or International Development, International Relations or related discipline, or an equivalent University degree with extensive fieldwork experience over and above listed below.
- At least 4-6 years' experience in program management.
- Demonstrated experience managing directly a large multicultural staff for at least 2 years.
- Experience working in Africa desirable.
- Experience in program design/development and implementation (Design, monitoring, evaluation & reporting)

- Excellent partnership skills and the ability to interact effectively with donors, collaborating agencies, and local partners.
- Demonstrated strengths in relationship management; strong cross-cultural skills.