

Role Profile: Head of Impact, East and Southern Africa

Role updated: 25/03/2025

Department	Division	Location	Salary Band
Impact	Global Programme	Nairobi, Kenya	National terms
Reports to	Matrix Manager	No. of direct reports	Value-based behaviour
Impact Director		TBC	Organisational Lead

Purpose

- Lead a coherent change strategy for the region, which results in significant impact on poverty. Bringing together development, humanitarian and advocacy work as part of a dynamic impact strategy, addressing both poverty alleviation and tackling the underlying causes of poverty create long-term value.
- Hold oversight of the resourcing strategy for the cluster, this will require an ability to bring all sources of funding together to drive a coherent impact strategy.
- Obtain effective management of resources across programmes, allocate resources to maximise impact and identify strategic opportunities.
- Provide leadership across all functions, ensuring close coordination across development, humanitarian, and influencing partnerships.
- Represent Christian Aid's programmes and advocacy, amplifying partners' experience, insights and leadership

Main Areas of Responsibility & Accountability

- Lead Multi Country Cluster (MCC) in ensuring Christian Aid has an impactful and focussed approach to achieving change for people in poverty create long-term value.
- Lead a coherent programme that brings together development, humanitarian and advocacy, alongside an integrated resourcing strategy that aligned unrestricted and restricted income to deliver impact, and that is aligned to organisational values and goals.
- Collaborating with the other Impact Department SLT to develop cross-cluster initiatives that create opportunities for meaningful engagement.
- Represent Christian Aid's programme and advocacy, amplifying partners' expertise and insights and promoting Christian Aid's objectives and distinctiveness.
- Drive and lead informed and dynamic relationships across the sector, including institutional and other donors, peer agencies, ACT Alliance, and Civil Society that amplify impact.
- Maintain oversight of a dynamic partner portfolio across the cluster, aligning Christian Aid's added value and role in strengthening and investing in Civil Society, including the development of a strong faith-based portfolio.
- Develop strategic objectives for the MCC aligned to Christian Aid's global strategy and ensure the effective monitoring of impact.
- Ensure the MCC efficiently and effectively operates within budget, optimising resources to provide the greatest impact.

Key Decisions

- Highly developed ability to develop MCC impact strategy to achieve the maximum impact for people living in poverty.
- Highly developed ability to align resources to strategic priorities. Ensuring alignment across the cluster of programme and human resources.
- Developed ability to advise and take strategic leadership of cluster related development humanitarian and influencing functions.
- Drive decisions to enable evidence of impact across the MCC and specific countries, using innovative methods to measure and document impact.
- Budgetary authority (if applicable): Budget holder and oversight of financials from the MCC, associated priority and radar countries.

Problem Solving

- Identify and solve challenges/problems/gaps within the MCC and across programmes. Collaborating and strategically allocating across the organisation and externally to bring in skills and resources from outside the MCC.
- Managing the resources of the MCC, ensuring strong financial management to work within set budgets and seek ways to maximise the impact of resources, including identifying opportunities for external collaboration.
- Strategically utilise Christian Aid monitoring frameworks and be able to adapt them to meet specific programme requirements, to measure impact and change and inform Christian Aid's global objectives. Identifying risks that could impact Christian Aid's reputation, identifying solutions and managing exposure.

Key Interfaces

- **Internal:** SLT colleagues across Income & Supporter Engagement to ensure close collaboration in fundraising, supporter engagement and donor alignment and relationships. Director of Organisational Effectiveness and SLT, managing team performance, Finance & Corporate Governance Director and SLT.
- **External:** Partner portfolio across the cluster, wider Civil Society including watching briefs across radar countries, regional networks and movements, faith based organisations and networks, ACT Alliance, and Institutional and other donors across the MCC and globally.

Knowledge, Skills and Experience

Essential:

- Bachelor's Degree, Postgraduate or equivalent qualification in management, leadership or a specialised professional qualification in a relevant discipline.
- Significant senior management experience.
- Extensive experience of leading diverse and high performing teams.
- Extensive experience in working across a range of operating contexts, including an understanding of conflict settings.
- Detailed understanding of and support for Christian Aid's faith identity.
- Substantial experience of developing strong relationships with donors, relationships that go beyond funding.
- Highly developed ability to effectively network and build and maintain strategic relationships.
- Substantial experience in ensuring sound financial planning and oversight.
- Substantial experience in meeting compliance requirements in high-risk contexts.
- Detailed understanding of working in partnership and experience in strengthening and connecting Civil Society.
- Highly developed innovative and strategic thinking.
- Highly developed ability to support an organisation through change and growth.
- Detailed understanding of the cluster region and the drivers of poverty.
- Detailed understanding of monitoring and evidence impact.
- Highly developed leaderships skills.
- Highly developed communications, senior stakeholder

Travel

In Country: Up to 50 days

Global: Up to 50 days