

AFRICA DIRECTOR

JOB DETAILS	
LOCATION: The role will be located within the Africa Region (Kenya, Ethiopia , Senegal are preferred)	CONTRACT TYPE: 4 years Fixed Term
INTERNAL JOB GRADE: A1	DEPARTMENT and TEAM Oxfam In Africa. Directly managing a leadership team of 5, responsible for 60 staff. The Platform will be supporting 14 African countries, one cluster, an advocacy office in Addis and some legacy projects within other African countries
SALARY: In line with Oxfam international's pay range. Core benefits. Global benefits for internationally relocated candidates only. Accompanied position	HOURS (1FTE)
FLEXIBLE WORKING <i>We believe flexible working is key to building the Secretariat of the future, so we're open to talking through the type of flexible arrangements which might work for you.</i>	
COMMITMENT TO DIVERSITY AND INCLUSION We are committed to ensuring diversity and gender equality within our organization.	
DEPARTMENT PURPOSE: Oxfam in Africa embraces all the Oxfam stakeholders in the continent, country programs in their different forms, clusters like Southern Africa and North Africa, and the Addis AU Advocacy Office and the affiliates like Oxfam South Africa (OZA). The one Africa Platform is the regional management structure supporting the work across these stakeholders and is thus a part of the Oxfam entities operating in Africa as part of Oxfam in Africa. It will replace the current above country multiple management structures.	
TEAM PURPOSE: The position will be leading a plural and robust leadership team representing the different Oxfam stakeholders in the continent. It will include the OZA Executive Director (as the only affiliate currently in the continent and the new ones will be included in due time), the Country Directors, SAF Cluster Director from the programmes in Africa who will be leading on specific themes / priorities within Oxfam in Africa and the Africa Platform SLT. There will be collaboration with the North Africa cluster but no direct management relationship. This team will ensure a collective and distributed leadership aligned with Oxfam values and principles. This leadership team will also be responsible for the delivery of the current horizon plans for the period 2021-23 per the various plans submitted by affiliates, country programmes, regional platforms, and the Pan Africa Programme. This leadership team will ultimately also develop in alignment with global processes in Oxfam, the Oxfam in Africa mid- and long-term horizon plans from 2024 to 2030.	

JOB PURPOSE: The Africa Director will be the face of the Oxfam in Africa (OiA) and s/he will be responsible for high level representation for the Confederation and external to Oxfam in Africa. S/he will be a visionary and agile leader to contribute to and implement Oxfam’s Global objectives and Strategy, by providing vision and strategic direction to all of Oxfam’s work in sub Saharan Africa. The Africa Director will lead the change management process within Oxfam in Africa bringing together the regional teams in Africa to become one dynamic Africa regional platform composed of a multi locational and diverse team. He/she will lead the development of new connections and relationships within the continent, partners, stakeholders, allies, affiliates (old and new) in Africa, and the wider Oxfam Confederation and Oxfam International. The Africa Director will be a creative and agile leader who can enable us to achieve our vision of one Africa and also enable us to deliver and develop programmes whilst we change.

Oxfam in Africa considers and wishes to harness the diversity in this large geography, with so many different contexts, languages, realities and histories in shaping and informing Oxfam’s strategic direction and influence going forward in support of Africa’s own economic, social and political aspirations and vision.

ROLE REPORTS TO	OI Programme Director
ROLES REPORTING TO THIS POST	Two Deputy Africa Directors, Head of Business Operations, Head of People and Culture and Programmes and Influence Director
BUDGET RESPONSIBILITY	Approximately \$230,960,000

KEY RESPONSIBILITIES (Technical, Leadership, People and Resource management)

- To contribute to and implement Oxfam’s Global strategy, by providing vision and strategic direction to all of Oxfam’s work in Africa.
- Lead a significant change management process merging the current regional platforms in West Africa and the Horn East and Central Africa and the Pan Africa Programme into one Africa Oxfam regional platform and team.
- Work with the OiA Leadership Team to lead Oxfam’s humanitarian responses, long term development programme design and implementation, advocacy and policy and influencing, including through strengthened creative partnerships.
- Work closely with the relevant affiliates involved within the Region in several different ways to ensure productive relationships are maintained in order to develop and deliver all Country and Regional Programmes.
- Represent Oxfam in Africa within the Africa continent and globally, together with the OiA Leadership Team. Working with external stakeholders such as AU, ECD, ECOWAS, EAC, IGAD, SADC, at the most senior level to influence and inform decision makers at the highest levels, to build alliances and networks within to promote Africa interest and Oxfam agenda to the Poverty movement, civil society and other critical constituencies.
- Represent Oxfam in Africa within the confederation, working with internal stakeholders, and the Executive Leadership team to influence and inform decision makers on Oxfam work in Africa and serving as a spokesperson with media and social media to expand Oxfam’s reach and influence.
- Ensure that Oxfam’s work in Africa is adequately funded, both internally within Oxfam and externally. Build relationships with external donors and proactively identify new donors for Oxfam’s work in the region

- Accountable to the Oxfam International Global Programmes Director for the leadership, delivery, effective management and monitoring, evaluation and learning in respect of the programmes in Africa.
- Line management together with the deputy Africa directors, of the One Africa Oxfam platform team, the Country Directors, the cluster Director of the SAF cluster, and the Addis Advocacy Office, implementing a **plural and robust leadership team** to ensure **collective and distributed leadership** aligned with Oxfam values and principles.

PERSON SPECIFICATION

Most importantly, every individual at Oxfam International Secretariat needs to be able to:

- Live our values of **INCLUSION, ACCOUNTABILITY, EMPOWERMENT, COURAGE, SOLIDARITY and EQUALITY** (read more about these [here](#))
- Ensure you commit to our **ORGANIZATIONAL ATTRIBUTES** (including adhering to the Code of Conduct):

1. Be committed to our [feminist principles](#), and to applying them in your day-to-day behaviour and your work. Be ready to keep learning, with accountability to those who experience oppression as a result of their identities, such as their gender, race/ethnicity, disability, class, or LGBTQIA identity."

2. Be committed to undertaking Oxfam's safeguarding training and adhering to relevant policies, to ensure all people who come into Oxfam are as safe as possible.

EXPERIENCE, KNOWLEDGE & COMPETENCIES

ESSENTIAL

Oxfam Competencies

- Self-Awareness
- Relationship Building
- Influencing
- Strategic Thinking and Judgment

Knowledge

- Geographical, Political and Regional Knowledge: A deep understanding and knowledge of the politics, economics and political context within Africa enabling the effective management of strategy and influencing key stakeholders. Ability to manage the development of, and contribute to, the high-level analysis of factors driving poverty, inequality and vulnerability in developing country contexts,

including the ability to 'think politically' by understanding motivations, pressures and challenges faced by colleagues, partners and other actors

Experience

- **Management and Leadership:** Significant senior leadership experience of managing and motivating, multi-disciplinary, multicultural, geographically remote and matrix managed teams. Significant experience of leading and managing complex change processes and relationships involving a wide range of both internal and external multi-cultural stakeholders across a variety of disciplines and geographical areas.
- **Strategic Analysis:** Ability to oversee the development of, and contribute to, high level analysis of factors driving poverty, marginalization and vulnerability in developing country contexts, including the ability to 'think politically' by understanding motivations, pressures and challenges faced by colleagues, partners and other actors across the Africa Region.
- **Proven analytical skills,** able to take and manage calculated risks based on evidence-based assumptions. Able to think strategically, to maximise adaptability and agility, encourage forward thinking, new ideas and learning from experience beyond the country program context while acting within a global framework.
- **Finance and Funding:** Competent financial and asset management experience. Able to oversee the management of multiple budgets of up to £200 million, mitigating and controlling financial risks – including managing donor funding and relationships, across a large number of countries and programmes.
- **Risk Management and Judgement:** Able to take calculated risks based on evidence-based assumptions. Ability to continually assess and analyze the external context of the organisation enabling the development of realistic strategies to maximise adaptability and agility, encourage future thinking, innovation, new ideas and learning from experience, as well as sound judgement on when to stop as well as start new initiatives. Proven track record of making sound judgements in uncertain and pressurised situations. Including experience of crisis management leadership, while faced with multiple possibilities but limited resources.
- **Representation and Communication:** Demonstrated ability to convey complex messages in an appropriate manner to broad and diverse audiences via multiple channels. Proven track record of advocacy, and representation to the highest level including understanding of and experience with media and an ability to represent the organisation externally at various forums and in the media (including social media) if required. A commitment to maximise Oxfam's influencing capability across our programmes. Excellent written and verbal communication skills to motivate, influence, and negotiate with in a multi-cultural environment which includes decision makers in government, media and pivotal figures in society. Able to build and maintain relationships with a wide range of internal and external stakeholders at all levels, including and particularly with Oxfam's partners.

In addition:

Travel

Ability to travel away from home, often to remote programmatic sites within the the African continent as well as to Global Headquarters, for up to 12 weeks per annum

Desirable

Competencies

- **Fluently Bilingual** (*French and English*) in written and Oral communication
- *Agility, Complexity, and Ambiguity*
- *Decision Making*

SAFER RECRUITMENT: Oxfam is committed to preventing any type of unwanted behavior at work including sexual harassment, exploitation and abuse, lack of integrity and financial misconduct; and promoting the welfare of children, young people and adults. Oxfam expects all staff and volunteers to share this commitment through our code of conduct. We place a high priority on ensuring that only those who share and demonstrate our values are recruited to work for us. Offers of employment will be subject to satisfactory references and appropriate screening checks, which can include criminal records and terrorism finance checks.