

Senior Director of Program Design

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Company: Compassion International

Location: Zambia

Category: other-general

The expected salary range for this position is \$174,900.00 - \$218,600.00. Employees in specific high cost of labor locations in the United States (such as San Francisco, CA and Seattle, WA) may qualify for a geographic differential. Compassion International is not responsible for third parties who omit this information when copying and re-posting job openings. This senior director leads the Program Design function and its staff of global technical leaders and professionals to direct the design, curation and implementation of evidence-based programs. Through cross-functional leadership, he or she also drives the development and implementation of operational models, efficiencies, and strategies to implement Compassion's programs globally. This incumbent champions a developmental mindset and continuous learning culture among leaders from across Compassion while driving evidence-based program outputs in alignment with Compassion's theory of change. She or he networks within the industry to identify innovation insights and curates a global catalogue of evidenced-based resources, curriculum and all interventions. This person also provides full talent management of professional staff including hiring, discipline, and termination, as well as, coaching, performance management, assigning, checking, and approving work to satisfy broad objectives and department strategies. The incumbent will ensure completion of function responsibilities, calling on available resources to achieve global function objectives, working within approved budget. Responsibilities

Maintains a personal relationship with Jesus Christ. Is a consistent witness for Jesus Christ, maintains a courteous, Christ-like attitude in dealing with people within and outside of Compassion, and faithfully upholds Compassion's ministry in prayer.

Acts as an advocate to raise the awareness of the needs of children. Understands Christ's mandate to protect children. Commits to and prioritizes child protection considerations in all decision-making, tasks and activities across the ministry. Abides by all behavioral expectations in Compassion's Statement of Commitment to Child Protection and Code of Conduct. Reports any concerns of abuse, neglect or exploitation of children through Compassion's internal reporting process and appropriately supports responses to incidents if they occur.

Provides leadership and development to direct reports. Works with staff to foster an environment of professional growth, in alignment with compassion's strategies and objectives. Consult with peer management and senior leaders to successfully align departmental resources and priorities across Compassion.

Compiles or prepares and administers the annual budget and departmental expenses, ensuring accountability for on-time completion of deliverables based on department objectives, SLAs, and other Compassion standards, ensuring compliance with regulatory and board policies/

Selects, manages and develops assigned staff, establishing goals and objectives, coaching and managing performance, including discipline, motivation, and annual reviews; supports continuous learning and development that enhances individual performance and organizational capability.

Provides high-level strategic direction and oversight to the global design of program while driving strategic priorities and direction for a global function, working through a team of subordinate leaders and professionals and driving strategies in alignment with corporate strategy.

Engages with senior leaders and executives across the ministry to champion and align strategies for collaborative program design, general education of programmatic direction.

Creates and champions program communities of practice in order to curate, develop and deliver evidence-based interventions to national offices and the front-line church partners (FCPs) they serve. Partners closely with the monitoring, evaluation, research and learning leaders to promote a continuous learning environment among the national offices and FCPs.

Negotiates with senior leaders and executives of Support functions (including HR, IT, Finance and Ministry Services) to align and drive operational and process support for program operations, provided through the work of subordinate leaders and professionals.

Fosters a culture that promotes cross-functional continuous improvement through subordinate directors and managers.

Consults with and forges partnerships with global senior leaders as well as functionally aligned management teams.

Working through subordinate directors and managers, provides strategic direction and oversight to creating, monitoring and using appropriate metrics for the domain to ensure/improve quality of program implementation internationally.

Stays current with industry trends and programmatic advances impacting this function on a global scale.

Faith

Has a personal relationship with Jesus Christ.

Culture

Accountable for supporting, upholding, and engaging in Compassion's core Cultural Behaviors in all internal and external communication and relationships.

Education

Master's Degree in international development, child development, international relations or other relevant field preferred.

Experience

10+ years of experience leading teams in a complex, matrix environment in international development, international relief, poverty alleviation or other related industry preferred.

*Equivalent education, training and/or certification may be substituted for experience and education shown above
Working Environment Office – Standard Office Environment
Physical Demands Sitting, standing, and/or walking for up to 8 hours per day
Travel Requirements May be required to travel up to 35% of normal schedule

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