



OXFAM

Country Director -Mozambique (INT5005)

International posting
Contract type: Fixed Term - 2 years (renewable)
Location: Maputo (Family Posting)

One person in three in the world lives in poverty. Oxfam is determined to change that world by mobilizing the power of people against poverty. Around the world, Oxfam works to find practical, innovative ways for people to lift themselves out of poverty and thrive. We save lives and help rebuild livelihoods when crisis strikes. And we campaign so that the voices of the poor influence the local and global decisions that affect them. In all we do, Oxfam works with partner organizations and alongside vulnerable women and men to end the injustices that cause poverty.

As a confederation, our values are Accountability, Empowerment and Inclusiveness.

Empowerment: Everyone, from our staff and supporters to people living in poverty, should feel they can be a catalyst for change.

Oxfam is committed to preventing any type of unwanted behaviour 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.

Note: All offers of employment will be subject to satisfactory references and may be subject to appropriate screening checks, which can include criminal records and terrorism finance checks.

Background

Oxfam started working in Mozambique in the 1980s. Since then, we have implemented both development and humanitarian programmes to support practical and innovative ways for people to lift themselves out of poverty.

We work with local stakeholders to find lasting solutions to the root causes which keep people in poverty. Oxfam is currently collaborating with the Government, international and local CSOs, UN Agencies and other stakeholders.

Oxfam envisions Mozambique free of extreme inequality and injustice; a society where citizens and particularly women across all age groups claim and exercise their rights and responsibilities and can influence decisions that affect their lives.

Our one country program aims to promote women's rights, good governance and accountability, resilient livelihoods, as well as enhance preparedness, reduce vulnerability to disaster and ensure an effective response to humanitarian crises.

The Role

The position is accountable to the Oxfam Regional Director for Southern Africa (SAF) for the delivery, effective management (which includes budgets and planning), monitoring and evaluation, and learning from the program.

The person

We are looking for an individual who is dynamic, charismatic and credible leader, preferably a Mozambican National with the following:

- Master's degree in a relevant field;
- Significant senior leadership and management experience in the development and delivery of high quality program, influencing and humanitarian strategy, with and through partners or directly, in one or more challenging locations;
- Demonstrated experience in mobilising resources;
- Committed to a rights-based approach including an active commitment to putting women's rights at heart of all we do as well as the rights of other marginalised people in all aspects of the organisation's work;



- Experience in leading and motivating multi-disciplinary teams, operating in geographically remote locations;
- A high degree of self-awareness and an understanding of how to drive and support excellent team performance and individual development in line with Oxfam's values and policies;
- Experience of 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;
- Proven track record of success in representing an organisation with partners; government agencies, private sector organisations, media and donors at senior level; national and globally;
- Knowledge and understanding of how local institutions work and how these impact on Oxfam's work in Mozambique;
- Proven track record of applying new technologies to programming or make use of existing technologies to innovatively influence program design and delivery;
- NGO Sector experience in Mozambique and in the Southern Africa Region is an asset;
- Fluent in spoken and written English and Portuguese.

Our offer

At Oxfam, we believe that every aspect of our work can lead to a positive outcome. If you have the same opinion, together with the ability to meet the challenges involved, this role offers scope for immense personal fulfilment – as well as outstanding opportunities to develop your career.

Oxfam is committed to providing a competitive compensation package based on a 40-hour work week.

Oxfam is an equal opportunities employer, we are committed to ensuring diversity and gender equality within our organisation.