The Hunger Project works on ending chronic hunger and poverty by pioneering sustainable, grassroots, integrated, women-centred strategies and advocating for their widespread adoption in countries throughout the world. Our vision is a world where every woman, man and child leads a healthy, fulfilling life of self-reliance and dignity.

We currently achieve this by stimulating self-reliance (through direct program implementation), leadership and entrepreneurship in 16,000 rural communities in 13 countries in Africa, Asia and Latin-America; by investing in people so that they themselves can build a sustainable social infrastructure. This is based on the view people can achieve extraordinary things when they dare to dream - and get the opportunities to commit to and act on their vision, such as ending hunger. In countries where we do not have implementation presence, we champion like-minded peers in a Movement for Community Led Development.

The Hunger Project in Mozambique has a strong track record of proven success in building the capacities of rural communities to self-reliance (and Chokwe epicenter reached Self Reliance in 2019), and a strong working relationship with local governments. It also has a compact but strong and committed team of national experts and support staff (currently at 6 Full Time Staff).

Support and feedback is available from 1) the regional director for Southern Africa, based in Malawi – through biweekly coaching sessions 2) a peer learning group of fellow Country Directors and Country Managers in 8 other African countries which meets weekly virtually, 3) a program support team based in New York and 4) a global program partner, based in the Netherlands. Support in fundraising strategies and proposal writing is available from the Global Fundraising Management Team. Support in national level contacts and emerging national issues is available from the National Advisory Council.

OVERALL GOAL:

The Country Manager is responsible for all activities of The Hunger Project in Mozambique as it plays an effective and catalytic role in empowering the people of Mozambique to achieve the sustainable end of hunger. That includes seeking funding for and implementing a national scale-up strategy and contributing to an enabling policy environment through national policy dialogues. She/he will monitor results towards that goal. The Country Manager is also responsible for managing the country office and the national team.

DUTY STATION:

The Country Manager is based at The Hunger Project Mozambique Head Office in Maputo, with some travels to other parts of the country, and may be required to do international travels from time to time.

ACCOUNTABILITY:

The Country Manager is accountable to Deputy CEO at the Global Hunger Project, he/she reports to The Director for Southern Africa & Mexico.
RESULT AREAS:

1. Executing strategy: The Hunger Project country specific strategy has been executed in such a way that it contributes to the Global Hunger Project mission and goals.

   - Translating strategy to implementation plans;
   - Evaluating strategy and implementation, changing implementation plans if necessary, in order to achieve goals;
   - Using the relevant national platforms, existing alliances and own network to further build out relevant partnerships (with local and international NGOs, relevant government and international agencies and so on);
   - Communicating openly, regularly and effectively with global functions in all THP offices to ensure transparency, collaboration and alignment.
   - Providing progress reports to The Global Hunger Project (through Southern Africa Regional Office) on progress in general (quarterly) and to specific investors on specific projects (frequency agreed to in internal written agreements).

2. Meeting financial goals: fundraising targets are achieved, a balanced annual budget is approved and accounted for, expenditures are monitored, and financial reporting obligations are met.

   - Mobilizing national and international resources for the country budget, preferably also from governmental budgets;
   - Creating balanced annual country budgets and presenting them to the Global Hunger Project (through Southern Africa Regional Office) for approval;
   - Defining the budgets for different projects within the country in accordance with relevant internal agreements and funding contracts, accounting for expenditure according to these;
   - Monitoring the countries’ budget and acting upon over- or under spending;
   - Providing detailed financial statements to the Global Hunger Project office on a quarterly basis;
   - Providing annual clean audited accounts to the Global Hunger Project that comply with local and state regulatory laws on financial reporting.

3. Management of staff, volunteers and the National Advisory Council: staff, volunteers and NAC members are managed, in such a way that they are motivated and perform their tasks in an efficient and effective manner.

   - Ensuring the proper quantitative and qualitative staffing for the country office in order to achieve its goals; conducting recruitment and selection interviews;
   - Managing employees by checking their quantitative and qualitative output, offering motivational input, assistance and coaching when needed;
   - Ensuring that all staff and volunteers adhere to the principles and methodology of The Hunger Project;
   - Identifying staff capacity gaps and ensuring that employees capacity is built through training, coaching and mentorship;
   - Facilitating the activities of a National Advisory Council of prominent national citizens.

4. Representing the organization: in close collaboration with and under guidance of the Africa & Mexico Director, The Hunger Project is represented in a way that meets the organization’s needs and reputation.

   - Maintaining relationships with relevant stakeholders: national and local governments, bilateral and multilateral organizations, non-governmental organizations;
• Representing the organization at internal and external meetings, acting as a host and as a spokesperson, promoting The Hunger Project actively in the media and speaking at relevant conferences and debates;
• Safeguarding, maintaining and promoting The Hunger Project’s reputation in all its activities and programs to ensure continuity of branding and positioning;
• Driving the ‘thought leadership’ on THP’s approach and innovative development as a contribution to ending chronic hunger and extreme poverty.

The Candidate:

Nationality: A Mozambican citizen
Qualification: Minimum of Bsc in a relevant field from a reputable University. Master’s degree preferred

Experience:
• Minimum 8 years of relevant experience working successfully in a mission-driven organization including at least 3 years in a Senior leadership position
• Proven success in a leadership role
• Demonstrated capacity to work across cultures, significant international work experience and understanding of international development issues
• Experienced, skilled and organised team-builder who supports and strengthens team members
• An appetite and demonstrated talent for fundraising, networking and partnership building

Skills And Personal Characteristics
• Strategic and visionary thinking coupled with the organizational skills necessary to ensure that strategies are implemented, and objectives are achieved;
• Excellent judgment, follow-through and strong decision-making skills, and ability to delegate;
• An accessible, transparent, collaborative, inclusive and compassionate working style which energizes and inspires staff and community volunteers, respects and supports their capabilities, actively solicits and considers their input, motivates them to work hard and well together as a team, provides them with a clear sense of direction and holds them accountable for their work;
• Strong communication skills – a charismatic public speaker, effective at the national level with a broad range of audiences, including the media. A good listener who values diverse views and solicits inputs from throughout the organisation. An effective writer, able to communicate messages clearly and intelligently to a variety of audiences, both internally and externally.
• Multilingual, preferably fluent in English and Portuguese.

Attitude
• Living example of the values of THP in practice;
• Demonstrates commitment to the vision, mission and principles of THP;
• Comfortable with calculated risk taking, fearless, optimistic and constructively tough-minded;
• Ambitious and dynamic;
• Strong commitment to personal values of integrity and honesty;
• Good sense of humor and ability to work under pressure;
• Ability to make a long-term commitment to the organization.

What to expect
• An ambitious organization that is in full development;
• A one-year contract, to be renewed annually upon good performance and continued funding

Please include the following information in your application
• Your gross annual salary expectation in local currency
• Your availability and required notice if any (when you are ready to commence work)

Application Procedure

Application is strictly by email. Send your covering letter, CV and requested information to CM.Mozambique@thp.org (Email subject clearly marked COUNTRY MANAGER, THE HUNGER PROJECT MOZAMBIQUE).
Female candidates are strongly encouraged to apply.

More information about thp: www.thp.org