   
  
Country Manager (Occupied Palestinian Territory - OPT)

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| **Job Level** | International Grade 7 | **Job Reference No:** | N/A |
| **Role Review Date** | N/A |
| **Directorate** | International | **Function** | MENA and Europe Region |
| **Service** | Programmes and Partnerships | **Reports to** | MENA CCM |
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Scale and scope of role

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| **Direct Reports** | 1-2 | **Indirect reports** |  |
| **Budgetary responsibility/ accountability** | Financial management of the current projection Up to 18 million over three years (7 million of bilateral programming budget and up to 11 million of multilateral funding) | **Accountable for other resources** | Risk registers and risk management  All Due Diligence components  Material and physical assets and resources within the assigned geography |

Context

We help anyone, anywhere in the UK and around the world, to get the support they need if crisis strikes: connecting human kindness with human crisis.

We enable vulnerable people in the UK and abroad prepare for and withstand emergencies in their own communities. And when the crisis is over, we help them to recover and move on with their lives.

We are part of the Red Cross and Red Crescent global humanitarian network.

Our Values and Principles

[Our values](http://www.redcross.org.uk/About-us/Who-we-are/Our-values) (compassionate, courageous, inclusive and dynamic) underpin everything we do. As a member of the Red Cross and Red Crescent Movement, the British Red Cross is committed to, and bound by, its [fundamental principles](http://www.redcross.org.uk/principles): humanity, impartiality, neutrality, independence, voluntary service, unity, and universality.

Purpose of the role

The British Red Cross (BRC) Country Manager in OPT is responsible for leading a principled partnership approach in the representation and engagement of BRC with the Palestinian Red Crescent Society (PRCS). The Country Manager will be the primary in-country steward for the ten year envisioned partnership between BRC and PRCS, which aims *“to have an effective, long-term mutual collaboration that enables an adaptive holistic approach to address the humanitarian situation within the occupied Palestinian territory and solidarity for cause of the Palestinian people. The partnership is a mutually reinforcing collaborative effort, based on Localisation Principles, to add value to each Societies work and sustainably establish the means for sharing knowledge, expertise, and resources in a transparent and accountable manner.”* Putting the PRCS strategy and a shifted power lens at the heart of the BRC’s engagement, this role will be a critical in-country interface to support the strategic delivery of programme outcomes aligned to the BRC/PRCS mutually agreed strategic priorities.

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As the in-country lead for BRC, the Country Manager will act as the lead representative in OPT and will primarily be responsible for effective relationship building and partnership working at diplomatic levels with PRCS, International Committee of the Red Cross (ICRC), International Federation of Red Cross and Red Crescent Societies (IFRC) and partner national societies implementing programmes in OPT. They are expected to maintain and develop significant working relationships with prominent donor representatives, including FCDO.

Key Responsibilities

**BRC Representation**

* Demonstrate a localisation approach to partnership working by prioritising relationships with PRCS and Movement partners within OPT to understand organisational needs and contribute to PRCS-identified organisational development.
* Lead BRC’s engagement in mutual monitoring and review of the partnership, including: regular and ongoing communication; active participation in Partnership Coordination calls convened by PRCS for all partner national societies; share mutual quarterly reporting on non-funded efforts through Partner Update meetings; and conduct annual light touch Partnership Review to mutually discuss and identify strengths, progress and areas for improvement against the agreed-upon objectives, principles and commitments.
* Develop and maintain BRC relationships with the Palestine Red Crescent Society leadership the International Federation of Red Cross and Red Crescent Societies secretariat at the country level, ICRC, other Partner National Societies (PNS) present in the country and strategic external actors, ensuring an open and transparent dialogue through diplomatic representation.
* Active participation in relevant co-ordination fora (RCRC Movement and external).
* Represent BRC for media opportunities and communications with senior stakeholders, including major donors.
* Act as a key in-country relationship holder for the BRCs interactions with FCDO and other high-level donor representatives, as identified with the BRC MENA CCM and Program Quality and Development Manager (PQDM).
* Collaborate with PQDM to represents the BRCs current funding portfolio and identify/secure new funding opportunities in line with the mutually agreed BRC/PRCS strategy.
* Communicate to PRCS requirements on reporting and tracking of expenditure that support follow up on programmes and projects by PRCS
* In coordination with PRCS HQ, CCM and CMs; develop, maintain and lead all BRC activities in PRCS diaspora branches in Lebanon, Syria and Egypt.

**Humanitarian Diplomacy and Red Cross Red Crescent Coordination**

* Working closely with the International Law and Policy MENA regional advisor take forward discussions with PRCS on supporting development of PRCS’s humanitarian diplomacy strategy and any related structures or fora.
* Act as the key representative of the BRC with senior ICRC and IFRC officials, seeking to implement an ambitious multilateral approach in OPT promoting innovative approaches that strengthen the Movement’s overall response in OPT

**Country Management**

* With the support of the team in MENA region, collaborate with PRCS in their implementation programming as outlined in donor-funded projects and the BRC Emergency Appeal bilateral support, including: capacity development and national society strengthening (including branch development); delivery and monitoring of specific areas of PRCS disaster response and development programmes (with an emphasis on health programming and cash preparedness); and strategic collaboration on humanitarian diplomacy, IHL, and communications.
* Continue ongoing engagement with PRCS to determine the best use of new funding opportunities and the further allocation of BRC Emergency Appeal
* Support PRCS to maintain accountability to donors in all of BRC-supported activities within the country portfolio, ensuring BRC resources are used effectively with maximum impact.
* Maintain internal accountability to BRC leadership through regular reporting to the OPT Major Programme Board, and any other accountability structures as required.
* Seeking and identifying opportunities to ensure BRC participation in RCRC consortia, or sectors priorities in the BRC Global Strategy for 2025-2030, and explore sectors beyond those sectors

**Security management**

* In coordination with ICRC, responsible for security management of staff travelling to and/or deployed to OPT. This includes leading country security plans, designing and drafting in-country security rules and regulations, developing contingency plans, and monitoring security changes in country, with the support of the Security Unit in London.
* Responsible for maintaining a strong working relationship with all Movement partners with whom the BRC has a security management relationship, primarily the ICRC, and PRCS and IFRC.

**Programme oversight and monitoring**

* With the support of dedicated MENA response officer, strategically plan for and oversee the work and input of technical advisors and other specialist colleagues in order to ensure the technical quality of support to PRCS
* Support PRCS where agreed community engagement and accountability mechanisms and those for sharing information with and receiving feedback and grievances from affected populations.
* Ensure due diligence and compliance requirements are in place and adhered to for Palestine Red Cross Society, in coordination with PNS due diligence processes and any mutually identified/agreed areas of improvement
* Review and discuss program reporting provided by PRCS, in accordance with Grant Agreement Document terms and conditions
* Facilitate procurement approvals, as per agreed thresholds and in alignment with both BRC and PRCS procurement policies and procedures
* Ensure appropriate communication, risk escalation and decision-making information is shared with the Major Programme Board
* Oversee full budget management for MENA/Gaza Crisis (multilateral and bilateral)

**Leadership Behaviours:**

* Actively listens and allow others to be heard.
* Adaptable to changing needs, pressures and opportunities.
* Empowers others based on skills and expertise.
* Dynamic, inclusive, compassionate and courageous

**Team Leader:**

* All team members understand their responsibilities and objectives.
* All resources involving staff managed in accordance with BRC policies and procedures.
* All staff are kept informed of relevant organisational plans and updates on development.
* Team ideas and comments are communicated and forwarded appropriately.

**Team Member:**

* Actively participates in all team meetings.
* Supports other team members.
* Work and behaves in accordance with all BRC policies and procedures.
* Upholds the fundamental principles of the Red Cross and acts with integrity, in accordance with the Society’s values (inclusive, compassionate, courageous and dynamic).

The duties and responsibilities described are not a comprehensive list and additional tasks may be assigned from time to time that are in line with the level of the role.

Pre- engagement checks

Criminal Records

**Type of criminal record checks required for this role**

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| England and Wales - Disclosure and Baring Service Check (DBS) |
| * Enhanced - Child and Adult Workforce |
| Scotland |
| * Protecting Vulnerable Groups (PVG) – Adult & Child |
| Northern Ireland |
| * ACCESS\_NI - Enhanced Vulnerable Adults and Children |

Drivers Checks

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| * Required - No |

International Roles only

If you have been living outside of the UK we will request international police checks in lieu of a UK Criminal Record Check.

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| * International Police Check | Yes |
| * International Driving License for manual cars | Yes |

Diversity

At the British Red Cross, we are looking for the right people to help us provide support to millions of people affected by crisis. We want our team to reflect the diversity of the communities we serve, offering equal opportunities to everyone, regardless of, age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.

Diversity is something we celebrate, and we want you to be able to bring your authentic self to the British Red Cross. We want you to feel that you are in an inclusive environment, and a great position to help us spread the power of kindness and present culture sensitivity

Person Specification

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|  | | **Requirement** | **Evidence obtained through Shortlisting (S) Interview (I) or Assessment (A)** | | |
| **S** | **I** | **A** |
| **Knowledge and Skills** | Essential | Significant working knowledge of the international humanitarian system, including the RCRC movement   * Commitment to principled partnership approaches, localisation, and decolonisation of aid * Good knowledge of the context, challenges and opportunities within OPT. * Building and maintaining partnerships and relationships at senior and representational level * Strong communication and diplomacy skills * Proven skills in project / programme management techniques, processes and controls including project planning; project change control; resource allocation; and team management. * Appreciation of, and ability to navigate a cultural environment within MENA, with strong, influential and well resourced partners * Developing and managing budgets with high accountability standards * Programme development via whole programme cycle management process including proposal writing for a range of traditional and institutional donors e.g. FCDO * Language skills in Arabic would be a significant advantage * Good understanding of the basics of international humanitarian law, principled humanitarian action would be an advantage | S  S  S  S  S  S | I  I  I  I  I  I |  |
| Desirable | * Higher level academic qualification (degree level or equivalent work experience) within a relevant field |  |  |  |
| **Experience** | Essential | * Leading a country office with a significant budget and bilateral programmes * Leading teams to work in hardship locations * Proven management experience at a strategic level in a complex organisation * Representation and negotiation experience with a large range of high-level humanitarian and international development * Strong experience in working with national organisations and supporting capacity building of local partners * Proven experience in developing and leading people and management of multi-cultural team * Proven experience in managing large-scale budgets and programmes portfolio * Demonstratable experience in security management/decision making for complex and insecure environments * Proven experience working with institutional donors, including government donors. * Experience working in the RCRC Movement | S  S  S  S  S  S | I  I  I  I  I |  |
| **Additional requirements** | Essential | * Able to live in Ramallah/Jerusalem and operate in a physically demanding and ambiguous environment * Upholds the fundamental principles and acts with integrity, in accordance with the Society’s values (inclusive, compassionate, courageous and dynamic) * Ensures inclusive practice and promotes diversity, safeguarding and anti-racism * Willingness to work out of office hours when necessary (in response to emergencies, critical incidents, representation events and security management duties) | I  S  I | | |
| Desirable |  |  | | |

We guarantee an interview to disabled candidates (as defined in the 2010 Equality Act) who meet the minimum shortlisting criteria in the advertised person specification and apply under the disability confident scheme.