Country Representative (Türkiye)

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| **Job Level** | International Level 7 | **Job Reference No:** | N/A |
| **Role review date:** | N/A |
| **Directorate** | International | **Function** | MENA and Europe Region |
| **Service** | Programmes and Partnerships | **Reports to:** | Head of Region – MENA/Europe |

Scale and scope of role

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| **Direct reports** | 2 | **Indirect reports** |  |
| **Budget responsibility/**  **accountability** | Financial oversight as Grant Holder of £24 million FCDO project (2024-2029), and oversight/ management of all BRC multilateral and bilateral funding to Türkiye | **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 to 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 (compassionate, courageous, inclusive and dynamic) underpin everything that 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.

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 out team to reflect the diversity of the communities we serve, offering equal opportunities to everyone regardless of age, disability, gender reassignment, marriage and civil partnerships, 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.

Purpose of the role

The British Red Cross Country Representative is responsible for establishing BRC’s long-term strategic goals in Türkiye, guiding the direction and priorities of the MENA-Europe regional team.

The Country Representative will implement the BRC International Strategy 2025-2030 in Türkiye, translating overarching goals into actionable plans.

The Country Representative is responsible for leading a principled partnership approach in the representation and engagement of BRC with the Turkish Red Crescent (TRC).

The Country Representative will act as BRC’s lead envoy in Türkiye and will primarily be responsible for effective relationship building and partnership working at diplomatic levels with TRC and the International Federation of Red Cross and Red Crescent Societies (IFRC). They are expected to maintain and develop significant working relationships with BRC’s key donors and partners, including the UK’s Foreign & Commonwealth Development Office (FCDO).

The Country Representative will be the primary in-country steward for BRC as Grant Holder for the five-year FCDO-funded tripartite (IFRC-TRC-BRC) STRIVE Project, responding to the FCDO’s Business Case ‘Building Refugee Resilience and Inclusion in Türkiye (BRRIT)’ which seeks to enhance the economic resilience and sustainable livelihood opportunities for targeted beneficiaries in earthquake-affected provinces. The Country Representative will ensure the project is also a means to support TRC in a journey towards a long-term ambition of direct FCDO funding.

In line with the Agenda for Renewal and the Way of Working Initiative, the Country Representative will work under the guidance of the TRC, as the host National Society in the lead, and in close coordination with IFRC counterparts, to promote and encourage an overall approach that leverages the capacities, expertise and resources of the IFRC Network in Türkiye in support of TRC’s strategy and long-term goals.

Key responsibilities

**BRC Representation**

* Act as a key in-country relationship holder for BRC interactions in Türkiye, developing and maintaining relationships with the TRC, IFRC, partner National Societies, FCDO, the British Embassy and other strategic external actors. Ensure an open and transparent dialogue through diplomatic representation.
* Lead BRC’s strategic engagement with TRC, exploring areas of mutual development, thematic and geographical cooperation outside Türkiye, and Movement cooperation, in accordance with BRC’s International Strategy 2025-2030 and Principled Partnership Approach.
* Lead BRC’s localisation ambitions to provide more targeted support to foster locally led development and building resilience against crises by leveraging and further enhancing TRC’s expertise, empowerment and capabilities, in alignment with its DDR and community resilience strategies.
* Lead BRC’s localisation approach, in alignment with TRC’s organisational strategies to partnering, by prioritising relationships, understanding organisational needs, and contributing to TRC-identified development.
* Lead on fostering close and positive coordination between TRC and BRC regional, technical and advisory teams in the International Directorate.
* Determine BRC’s multilateral and bilateral contributions to the IFRC Country Plan for Türkiye.
* Represent BRC in relevant Red Cross Red Crescent Movement and external forums.
* Represent BRC for media opportunities and communications with senior stakeholders, including major donors.
* Represent BRC’s current funding portfolio and work to identify new funding opportunities in line with BRC International and Türkiye country strategies.

**Country Management**

* Lead and manage the Ankara-based team, providing direction, support and mentorship to enhance team performance and achieve organisational objectives.
* Have budget responsibility, manging financial resources effectively to support programme objectives and organisational growth.
* Identify and secure new funding opportunities in line with the mutually agreed BRC/TRC partnership and in close coordination with IFRC as part of a harmonized resource mobilization plan and fundraising effort.
* Ensure due diligence and compliance requirements are in place and adhered to, including any mutually identified and agreed areas of improvement
* Maintain accountability to donors in all BRC-supported activities within the country portfolio, ensuring BRC resources are used effectively with maximum impact.
* Identify areas of potential BRC multilateral and bilateral support in response to crises and emergencies in Türkiye.
* Seek and identify opportunities to ensure BRC participation in Red Cross Movement consortia, or sector priorities in the BRC International Strategy for 2025-2030.

**Programme oversight and financial management**

* Strategically plan for and oversee the work and input of the BRC team in Ankara, advisers and other specialist colleagues to ensure the technical quality of programme delivery and support to partners.
* Coordinate with TRC and IFRC to maintain accountability to donors in all BRC-supported activities within the country portfolio, ensuring resources are used effectively with maximum impact.
* Ensure appropriate communication, risk escalation and decision-making information is shared as per any Grant Management procedures.

**Leadership Behaviours**

* Authentic, consistent and honest leader.
* Actively listens and allows others to be heard.
* Adaptable to changing needs, pressures and opportunities
* Empowers others based on their skills and expertise.
* Dynamic, inclusive, compassionate and courageous.

**Team Leader**

* All team members understand their responsibilities and objectives.
* All resources involving staff are managed in accordance with BRC policies and procedures.
* All staff are kept informed of all 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
* Works and behaves in accordance with all BRC policies, procedures and in line with our Values in Action.
* Upholds the fundamental principles of the Red Cross and acts with integrity, in accordance with the Society’s values (inclusive, compassionate, courageous and dynamics)

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 Barring Service (DBS) |
| * Enhanced – Child and Adult workforce |
| Scotland |
| * Protecting Vulnerable Groups (PVG) – Adult and Child |
| Northern Ireland |
| * AccessNI – Enhanced Vulnerable Adults and Children |

Drivers Check - 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 |

Person Specification

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| **Requirements** | Evidence obtained through Shortlisting (S), Interview (I), Assessment (A) | | | | | |
| **Knowledge and Skills** | **S** | | **I** | | **A** |
| **Essential**   * Significant working knowledge of the international humanitarian system, including the RCRC movement * Demonstrable commitment to principled partnership approaches, localisation, and decolonisation of aid * Good knowledge of the context, challenges and opportunities within Türkiye * Strong communication and diplomacy skills * Appreciation of, and ability to navigate a cultural environment, with strong, influential and well-resourced partners * Demonstrable knowledge of developing and managing budgets with high compliance and accountability standards * Proven skills in programme development via the whole programme cycle management process for a range of traditional and institutional donors, especially FCDO   **Desirable**   * Higher level academic qualification (degree level or equivalent work experience) within a relevant field * Language skills in Turkish would be a significant advantage * Good understanding of the basics of international humanitarian law, principled humanitarian action would be an advantage. | S  S  S | | I  I  I  I  I | |  |
| **Experience** | **S** | | **I** | | **A** |
| **Essential**   * Significant experience of building and maintaining partnerships and relationships at senior and representational level in a complex organisation * Representation and negotiation experience of high-level humanitarian and international development fora * Strong experience of leading strategy development processes including the development of regional and country plans * Strong experience of leading a country office with large-scale budgets and programme portfolio * Strong experience in working with national organisations and supporting capacity building of local partners * Proven experience of leading people and matrix management of multi-cultural teams * Proven experience working with the FCDO and overseeing FCDO funded work. * Demonstratable experience in security management/decision making for complex and insecure environments   **Desirable**   * Experience working in the RCRC Movement would be a significant advantage | S  S  S  S  S  S  S  S | | I  I  I  I  I  I | |  |
| **Additional requirements** | | | | | |
| **Essential**   * Ensures inclusive practice, challenges discrimination and promotes diversity in line with our [Equality, Diversity and Inclusion (EDI) policy](https://www.redcross.org.uk/about-us/how-we-are-run/our-policies/equality-and-diversity-policy). * Willingness to work out of office hours when necessary |  | |  | |  |
| **Values in Action** | | | | | |
| **Dynamic** - We move forward as one team.  - Every day, we’re adapting, innovating and learning.  - When the unexpected happens, we are calm, quick and efficient.  - We respond smartly, using clear processes and systems.  **Compassionate** - We stand for kindness.  - People come first, no matter who or where they are.  - We have genuine, open-minded conversations.  - Together, we’re a united force for good.  **Inclusive** - We are open to all.  - We treat each other with dignity and respect.  - Every person’s uniqueness is valued, supported and celebrated.  - Our individual backgrounds and experiences make our organisation stronger.  **Courageous** - We are bold.  - We show our strength by doing the right thing.  - We aren’t scared to test our creative ideas.  - As humanitarians, we go the extra mile to help people in crisis | |  | |  | |

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.