



COUNTRY DIRECTOR GHANA

International Posting

Contract type: Fixed Term - 2 years (Renewable)

Location: Accra - Ghana

Who We Are

Oxfam is a global movement of people working together to end the injustice of poverty. That means we tackle the inequality that keeps people poor. Together we save, protect and rebuild lives. When disaster strikes, we help people build better lives for themselves, and for others. We take on issues like land rights, climate change and discrimination against women. And we won't stop until every person on the planet can enjoy life free from poverty.

We are an international confederation of 21 organizations (affiliates) plus the Oxfam International Secretariat, working together with partners and local communities in the areas of humanitarian, development and campaigning, in around 90 countries.

All our work is led by our core values: Empowerment, Accountability, Inclusiveness, Courage, Solidarity and Equality.

Background

Oxfam has been working in Ghana since 1985. We aim to reduce poverty and inequality, especially between women and men by supporting influencing and advocacy in three areas of intervention: Fostering Economic Justice and Food Security through Agriculture, Essential Services and Extractives Industry Governance.

At Oxfam in Ghana, we will tackle the root causes of social and economic inequalities and unaccountable power that violate human rights and drive poverty, injustice, and environmental destruction. We will achieve this by working together with people and partners to address the systemic barriers fuelling inequality and poverty. Oxfam commits to acting as a safe, feminist and partner-led International NGO. We will work in contexts where we can have the greatest impact, channeling our resources to work in solidarity with allies and partners, to shape transformational programming and influencing at scale.

The Role

The Country Director provides strategic leadership and management of this high-profile program, including all development and influencing programming to maximise our influence and impact. S/he will lead the Country Leadership Team and represent Oxfam in the country, influence donors and NGO colleagues and represent the organization in high level meetings and forums.

The position is accountable to the Oxfam in Africa Deputy Director for the delivery, effective management (which includes budgets and planning), monitoring and evaluation, and learning from the programme.

The Person

We are looking for a leader who models our values, feminist principles, and behaviours, representing Oxfam with integrity both internally and externally with the following:

- Master's degree in relevant field;
- Significant senior leadership and management experience in the development and delivery of high-quality programs, with and through partners or in one or more challenging location;
- Proven track record in influencing at both grassroots as well as high international levels;
- Committed to a rights-based approach including an active commitment to putting women's rights at heart of all we do;
- 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;
- 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 Oxfam's values and policies;
- 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 how Regional Bodies/Institutions work
- Experience of managing security, operational risks, and legal compliance within an INGO context
- Proficiency in English

How to Apply

For further details on the job dimensions and candidate's qualification, please access the Job Description and Job Advert via this link: [Click here](#). If you believe your qualifications meet the requirements, please [Click Here](#) to submit your application by **8th July 2024**.

This vacancy is posted both internally and externally, however qualified internal candidate will have preference.

Oxfam aims to attract a diverse mix of talented people that share our standards, values, principles, and we are committed to preventing any type of unwanted behaviour at work including sexual harassment, exploitation and abuse, and any other type of misuse of power or lack of integrity and financial misconduct.

Oxfam is committed to promoting the welfare of children, young people, and adults. We expect 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 and integrity screening/references relating to misconduct and disciplinary actions in prior employment. Please note that Oxfam International participates in the Inter-Agency Scheme for the Disclosure of Safeguarding-related Misconduct in Recruitment Processes within the Humanitarian and Development Sector. Under this scheme, if you have been employed by another member of the scheme, we will request information from that organization on any misconduct history in accordance with the terms of the scheme. For scheme details please click [here](#)

Only shortlisted candidates will be contacted