

## Plan Haïti: Recruitment

Working in 50 developing countries across Africa, Asia and the Americas, Plan aims to reach as many children as possible, particularly those who are excluded or marginalised with high quality programs that deliver long lasting benefits by increasing its income, working in partnership with others and operating effectively.

### **Position: Program Director**

**Location:** Head Office

**Duration:** 1 year (renewal)

### **Job Purpose :**

To develop capabilities in program design, implementation and evaluation among Plan staff and program participants and to support the achievement of country program goals that are aligned with Plan's program guide which aims at promoting child rights to end poverty.

### **Key Responsibilities:**

- Lead program development team and design relevant and effective programmes and ensure implementation of designed programs in a planned way with high quality.
- Facilitate the design of program related sections of the Country Strategic Plan to ensure quality and relevant programming of Plan activities.
- Document and disseminate Plan best practices from within Plan and from other organization to promote quality and learning.
- Facilitate the establishment and implementation of standards of accountability, effectiveness and efficiency in the achievement of Plan's program aimed at promoting child rights to end child poverty.
- Participate in the country management team (CMT) to support leadership and decision making.
- Manage resources (staff, budgets and work) to deliver results to agreed quality standards.
- Develop capacity to apply planning-leading-organizing-controlling skills.
- Support resource mobilization strategy and delivery of programs, including in emergency

- Fulfill Plan's child Protection Policy at all times to ensure children are protected from all forms of abuse.
- Execute other tasks at the request of the supervisor within the domain of his/her competence.

**Minimum requirements:**

Master's degree with 5 - 10 years' experience as program head in any development organization with demonstrated ability to develop and implement program strategy and managed large grants programs. Experience in or familiarity with sponsorship program management is desirable.

**Skills required for the position**

- Proven experience in a similar senior management level in a reputable international organization similar to Plan.
- Process management, facilitation, negotiation, people management, information management.
- Strong leadership skills.
- Capacity to deal with problem and creative thinking to solve them
- Ability to involve the members of the team or communities in consensus building and decision making
- Excellent human relations and ability to work with minimum supervision.
- Ability to exhibit active listening and effective feedback; to clearly and convincingly express thoughts and ideas in written and verbal form both in French and in English. Spanish an added value

**Closing date:** 01/19/2025

**To Apply :**

To register your interest, please submit your application to: [haiti\\_hr@plan-international.org](mailto:haiti_hr@plan-international.org)

Or at our office located at: 7, Impasse Borno, Rue Catalpa, Delmas 75, Port-au-Prince-Haiti

Sending a CV, motivation letter, copy of diplomas

Only short listed candidates will be contacted for an interview.

Plan is an equal opportunities employer, committed to ***the Protection of Children*** and ***Gender Equality*** and our recruitment procedure reflect this.