

COUNTRY DIRECTOR NIGERIA

JOB DETAILS	
LOCATION: Abuja - Nigeria	CONTRACT TYPE: FIXED TERM (2 YEARS)
INTERNAL JOB GRADE: Oxfam International Country Director B2	DEPARTMENT and TEAM Oxfam in Africa and Oxfam in Nigeria
SALARY: Accompanied position In line with Oxfam international's pay range. Core benefits. Global benefits for internationally relocated candidates only.	HOURS (1 Full Time Equivalent) 40 hours
COMMITMENT TO DIVERSITY AND INCLUSION We are committed to ensuring diversity and gender equality within our organization.	
DEPARTMENT PURPOSE: Oxfam in Africa (OiA) embraces all the Oxfam stakeholders' entities (countries, clusters, advocacy offices and affiliates) on the continent and seeks to enable and enhance impact through collaboration and integration. The Africa platform will deliver Oxfam's impact and Influence in Africa. The plural and robust leadership team will represent the different Oxfam stakeholders in the continent. It will include the Oxfam in South Africa (OZA) Executive Director (as the only affiliate currently in the continent. New ones will be included in due time), the Country Directors, the SAF Cluster Director from the programmes in Africa who will be leading on specific themes / priorities within Oxfam in Africa and the Africa Platform Senior Leadership Team (SLT). There will be collaboration with the North Africa cluster specially on the influencing work, but no direct management relationship.	
TEAM PURPOSE: The Country Director leads a Country Management Team (CMT) and staff (circa 40) to deliver on the current Country Strategy (OCS) and will develop a new one, with a vision of 'a just and stable Nigeria. The current OCS focuses on 3 pillars 1) Just Economies 2) Accountable Governance and 3) Gender Justice.	
JOB PURPOSE: The Country Director will be responsible, together with the Country Forum and the Deputy Director of OiA, to deliver the new and exciting Oxfam Strategic Framework (2020-30) which aims to create a stronger but humble Oxfam that is part of a diversified and globally balanced network. They will lead in positioning Oxfam in Nigeria as an effective and partner led agency of influence that is meaningfully connected to the struggles of the Nigerians and that of the ECOWAS region and African continent to reduce the injustice of poverty.	
ROLE REPORTS TO	Oxfam in Africa Deputy Director

ROLES REPORTING TO THIS POST	Business Support Manager, HR Manager, Head of Programmes & Influencing, Legal Advisor/Exec Asst to the CD, Security Coordinator and Business Development Manager
BUDGET RESPONSIBILITY	Approximately EUR 3 million
Key Responsibilities and Accountabilities	
Strategic Leadership <ul style="list-style-type: none"> Provides strategic leadership and management of Oxfam's program in-country, including all development and humanitarian programming, to maximize influence and impact. Accountable to the Deputy Director for Oxfam in Africa for delivery, effective management, monitoring, evaluation, and learning of the programme against the annual budget and plan. Accountable to the Country Forum for strategic oversight, programme accountability, and affiliation processes where appropriate. Works with the Country Forum to ensure that appropriate strategies are created to seek out and maintain new funding sources to support program implementation. Contributes to and maximize use of Oxfam's Knowledge Networks to share strategic thinking and learning both internally and externally, ensuring programming is evidence-based, innovative, and responsive to change. 	
Programme Development and Management <ul style="list-style-type: none"> Ensures overall leadership of disaster preparedness, mitigation, and management, including humanitarian response activities for Category 1/2/3 emergencies. Manages the Country Leadership Team and oversees all aspects of the country operation including staff, budget, funding, and program. Works closely with other Oxfam affiliates with a strong interest in the country to develop and deliver high-quality programs. Plays an active role in drawing on learning from across Oxfam and external sources and applying evidence-based insights within the country program. Creates and supports an environment that fosters strong partnerships, government relations, knowledge sharing, and innovation. 	
Engagement and Representation <ul style="list-style-type: none"> Takes the lead in representing Oxfam and the country program nationally and globally with government authorities, UN organizations, NGOs, donor agencies, and the media. Builds influential relationships and develops strategic networks for impactful change, both internally and externally. Commits to maximizing Oxfam's influencing capability and reputation across all platforms and relationships. 	
Operations Oversight <ul style="list-style-type: none"> Ensures that Human Resource Management in-country aligns with Oxfam's policies, including the Code of Conduct, Safeguarding, Security, and Health and Safety procedures. Provides inspirational leadership to diverse and geographically dispersed teams, fostering an inclusive culture grounded in Oxfam's values, feminist principles, and leadership model. Accountable for all donor relations and contract management within the country. Ensures compliance with INGO operating requirements as defined by Nigerian law and regulations. Accesses and uses shared services appropriately and responsibly, in line with organizational policies. 	

PERSON SPECIFICATION	
<p>Most importantly, every individual at Oxfam International needs to be able to:</p> <ul style="list-style-type: none"> Live our values of INCLUSION, ACCOUNTABILITY, EMPOWERMENT, COURAGE, SOLIDARITY and EQUALITY (read more about these here) Ensure you commit to our ORGANIZATIONAL ATTRIBUTES (including adhering to the Code of Conduct): 	
<p>2. Be committed to our feminist principles, and to applying them in your day-to-day behaviour and your work. Be ready to keep learning, with accountability to those who experience oppression as a result of their identities, such as their gender, race/ethnicity, disability, class, or LGBTQIA identity.”</p>	<p>2. Be committed to undertaking Oxfam’s safeguarding training and adhering to relevant policies, to ensure all people who come into Oxfam are as safe as possible.</p>
EXPERIENCE, KNOWLEDGE & COMPETENCIES	
<p><u>ESSENTIAL</u></p> <p>Competencies</p> <ul style="list-style-type: none"> Self-Awareness Relationship Building Influencing Strategic Thinking and Judgment <p>Technical Skills, Experience & Knowledge</p> <p>Management and Leadership</p> <ul style="list-style-type: none"> High degree of self-awareness and ability to drive and support excellent team performance and individual development in line with Oxfam’s values and policies. significant leadership experience managing multi-disciplinary and geographically dispersed teams, with a proven ability to lead operations, programmes, external relations, and humanitarian strategies in complex and challenging environments. Demonstrated success in managing complex change processes and stakeholder relationships across diverse disciplines, cultures, and geographies. Deep understanding of long-term development, resilience, and humanitarian contexts, with sound application of humanitarian principles. Strong record of representation and relationship building with government leaders and agencies, partners, private sector organizations, donors, media at senior level nationally and globally. Demonstrated success in strategic influencing and communication, with a strong record of leveraging appropriate tools and technologies to deliver coherent and impactful programme content to both internal and external stakeholders. Including but not limited to government, media, donors, nongovernmental sector, and supporters. Excellent written and verbal communication skills to influence, negotiate, and motivate. Proven experience in financial and asset management, including operational budgeting across multiple locations. Demonstrated ability to secure funding from a broad range of local and international institutional donors. 	

Strategic Analytics

- Strong capability to lead and contribute to high-level analysis of poverty, marginalization, and vulnerability in developing contexts, with a strong political acumen to understand motivations, pressures, power dynamics and challenges faced by colleagues, partners, decision makers and other actors, and to design effective influencing strategies.
- Proven analytical skills, with the ability to be:
 - Able to take and manage calculated risks based on evidence-based assumptions.
 - Able to think strategically, to maximise adaptability and agility.
 - encourage forward thinking, innovative ideas and learning from experience beyond the country program context while acting within a global framework.
- Demonstrated ability to leverage technology; both new and existing; to enhance programme design, delivery, and impact, with solid IT literacy and an understanding of how digital innovation can advance INGO objectives.

Risk

- Proven experience in managing security, operational risks, crisis situations, and legal compliance within an INGO context, particularly in complex and fragile environments.
- Demonstrated ability to make sound judgments under pressure and in uncertain conditions, ensuring timely and effective responses.
- Capable of anticipating and mitigating risks that may impact the organization's security, reputation, or operational viability.
- Accountable for maintaining and quarterly updating the Country Risk Register, ensuring ownership, proactive and effective management of risks across the programme.
- Capacity to ensure adherence to Oxfam's investigation procedures by responding decisively to suspicions or reports of fraud, misconduct, or code of conduct violations.
- Able to meet Oxfam's standards in disaster preparedness, mitigation, and humanitarian response for emergencies of Category 1, 2, and 3.

People Management and Culture

- Demonstrated ability to cultivate an inclusive, safe, and values-driven organizational culture that fosters collaboration, innovation, and alignment with Oxfam's feminist leadership principles.
- Strong competency in talent development and in embedding influence-focused programming approaches that enhance staff engagement and strategic delivery.

Safety and Security

- Extensive expertise in safety management, including risk assessment, development of mitigation plans, and ensuring adherence to organizational safety standards and context-specific requirements in Nigeria.
- Skilled to ensure adherence to organizational safety policies by regularly updating staff safety guidelines and fostering a culture of preparedness through training, briefings, and incident response planning.
- Demonstrated commitment to safe programming, with the capacity to safeguard Oxfam's staff, partners, and community members from harm, exploitation, abuse, and harassment.

Values

- commitment to a rights-based approach, with a strong focus on putting women's rights at the heart of all we do as well as the rights of other marginalized groups across all areas of organizational work.

Travel

- Ability to travel, often to remote programmatic sites within the country (up to 30%)

Languages

- Proficiency in English

DESIRED**Behavioural competencies (based on Oxfam's Leadership Model)****Competencies**

- *Agility, Complexity, and Ambiguity*
- *Decision Making*
- *Change Management*
- *Humility*
- *Decisiveness*
- *Listening*
- *Mutual Accountability*
- *Vision setting*
- *Enabling*

SAFER RECRUITMENT: *Oxfam is committed to preventing any type of unwanted behaviour at work including sexual harassment, exploitation and abuse, lack of integrity and financial misconduct; and promoting the welfare of children, young people, and adults. Oxfam expects 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. Offers of employment will be subject to satisfactory references and appropriate screening checks, which can include criminal records and terrorism finance checks.*