

## **VACANCY ANNOUNCEMENT**

### **REGIONAL DIRECTOR TRIAS EAST AFRICA**

#### **Context**

Trias is an international development NGO working in 14 countries in Asia, Latin America, and Africa. We partner with member-based organizations (MBOs) to improve the enabling environment for rural and urban small enterprise development and to support their members-entrepreneurs. We also facilitate worldwide exchange and cooperation between MBOs. In this, Trias is strongly committed to gender equality and inclusivity. The organisation took the decision to increase the participation of leading officers originated from the intervention countries to strengthen the multicultural steering of our organisation.

#### **Position description**

The Regional Director is responsible for the translation of the overall strategic choices of Trias into context specific realities in terms of programmes and projects and for the functioning of the Trias team in East Africa.

As such the Regional Director formally represents Trias in this region, and as the main leading officer of the Trias team in the region s/he is member of the Trias Executive and reports directly to the General Director based on the agreed Key Performance Indicators. S/he works in close collaboration with and relies directly on the key regional positions within his/her team and provides guidance and leadership to the entire regional staff.

#### **Objective:**

The Regional Director contributes to the smooth implementation of operations and performance of the Regional Office in Arusha within the Trias policy framework. S/he is responsible for the strategic and operational development and management of Trias programmes in the countries of the region. In addition, s/he provides result- and people-oriented leadership and guidance to the Trias team to deliver professional support to partner organisations and to ensure transparent, accountable and cost-effective management of programme resources. The Regional Director is responsible for building and managing relationships with both local partner organisations and other national and/or international stakeholders in the region.

#### **Responsibilities:**

- Ensure the strategic development of the Trias presence in the region in line with Trias strategy, developments in the country and in close collaboration with local partners and the Brussels office;
- Ensure correct programme management with integration of the three cross-cutting themes of Trias, namely business development and market access, inclusivity and global citizenship, and climate change and environmental sustainability, including monitoring and evaluation;
- Supervise the effective management of information, knowledge and quality management, inter alia through the development of thematic expertise;

- Ensure optimal human resources management: implement human resources policy, and recruit and manage local and international staff;
- Assume final responsibility for the financial management in the region;
- Organize Trias' representation, networking and partnership building in the region with local partners, government, donors and other stakeholders, to contribute to the mobilization of the necessary funding;
- Ensure compliance with administrative guidelines and the development, updating and application of procedures.

#### **Requirements:**

We are looking for a regional director with the following characteristics:

- **Strategist:** able to contribute to the overall Trias strategy, and to translate its strategy into a regional strategy, commensurate local conditions;
- **Leader & Team player:** able to lead, manage and motivate a multi-cultural team in a participatory manner;
- **Facilitator:** able to facilitate change at both partner and regional office level; bridge builder in multi stakeholder alliances;
- **Communicator and networker:** able to communicate clearly (both verbally and in writing) with a variety of persons / organisations (at local, national and international levels externally and different departments within the organization);
- **Stress-resistant and stalwart:** multi-tasker, able to work with tight deadlines;
- **Self-steering:** able to work independently with a minimum of external support;
- **Flexible:** prepared to travel between intervention zones and countries in the region and to Brussels.

For this position we are looking to hire Tanzanian nationals.

#### **Qualifications:**

- Academic level education, Master or higher – in relevant field e.g. Agriculture, Economic Sciences, Public Policy, Development Studies, Project Management, Strategic Management etc. ;
- At least 8 years of relevant professional experience and at least 3 years in a management position. In-depth knowledge of the region is a must;
- Experience with organisational development, agricultural and rural development, enterprise development, member-based organisations, family farming and small-scale entrepreneurship, climate action, environmental management etc.;
- Gender sensitive with on the field experience in gender mainstreaming and inclusivity of excluded groups in strategic steering of programmes;
- Fluency in spoken and written English. Knowledge of Kiswahili is an asset.
- In-depth knowledge of the program management cycle, Theory of Change and monitoring and evaluation of multi- annual programmes;
- Proven experience in networking, relationship management and fundraising;
- Intercultural sensitivity, excellent communication skills, and the ability to work with a wide range of stakeholders;
- Good knowledge of Microsoft Office, virtual tools.

### **Competency profile:**

- **Commitment:** demonstrate commitment and loyalty to Trias' objectives and strategy;
- **Respect:** recognizing the feelings and needs of others; ensuring optimal collaboration in a multicultural context;
- **Act together:** actively contribute to shared results or to the resolution of a problem or conflict;
- **Vision:** develop a vision and development programme strategy;
- **Result-oriented:** set and achieve ambitious objectives;
- **Decision making:** Make independent decisions and take action;
- **Awareness of the external environment:** use and share knowledge on political, economic and social developments in the country and supported sectors;
- **Quality:** develop and implement measures to improve the quality of services;
- **Networking:** building and using relationships and networks to achieve results;
- **Leadership and people-oriented:** Lead and guide employees in the performance of their work;
- **Integrity:** Take personal responsibility for his/her actions and be honest towards internal and external parties about opportunities and risks, within the boundaries of confidentiality.

### **What we offer**

We offer a dynamic and challenging position in an ambitious international organisation with strong programmes and a competent team.

Contract of definite duration (2 years), with a 6-month trial period. Possibility of contract with indefinite duration after this period.

The salary and secondary conditions will be in line with the (Regional) Trias Salary Policy.

Duty station is the Trias office in Arusha.

### **How to apply**

The recruitment process consists of two interviews, a written test and an online management assessment.

The interviews will take place in March/April 2021.

For more information on this position or the procedure please contact Lode Delbare, General Director (email: [lode.delbare@trias.ngo](mailto:lode.delbare@trias.ngo)) or Els Libbrecht, HR Coordinator (email: [els.libbrecht@trias.ngo](mailto:els.libbrecht@trias.ngo)).

If you are interested in this position, you are invited to send your CV and motivation letter with the contact details of three reference persons, in English, before March 7 to [jobs@trias.ngo](mailto:jobs@trias.ngo).

Only applications that are covering all the required documents will be considered and receive a reply.

Qualities of applicants are important, regardless of their gender, ethnicity, age, social background or disability. We strongly encourage women to apply.