

ROLE PURPOSE: COUNTRY MANAGER - CAMBODIA



How we value your contribution:

Remuneration package

We aim to provide an overall remuneration package that is attractive and fair. Our global remuneration framework ensures we align to local pay, employment conditions and laws, and we benchmark against the local market to ensure we offer competitive employment conditions that are appropriate to our sector.

13th month payment

As a permanent employee, you will receive a payment equivalent to one month's salary each year (pro-rata for those working part of the year).

Leave

You will have access to annual leave each year (pro-rated for part-time employees) in line with local regulations. You will also have access to other leave such as personal (sick or carers') leave, maternity leave, paternity leave and compassionate leave.

Performance & development

Our performance and development framework enables you to work closely with your manager to plan, manage, and review your performance throughout the year. This approach also enables you to discuss development opportunities and areas for growth.

Learning & development

Our approach to learning and development will enable you to have the information, skills and knowledge needed to do your job. We build the capacity of our people and support you with on-the-job experience, coaching and formal learning.

Leadership

Leadership is a key priority for us. We have customized leadership programs for leaders at all levels that are focused on supporting our people to be inspired, empowered and to make an impact in their work so that together we can achieve our vision.

Study support

We are proud that so many of our people are tertiary educated and we are committed to supporting tertiary education that is relevant to your work through our global study assistance program. Relevant applications for study support are considered annually, providing financial assistance and study days.

Recognition

Our recognition program has been designed to recognize and acknowledge our people who live our values of Integrity, Collaboration, Empowerment and Action, in everyday activities. We recognize our people in three ways: Peer-to-peer, manager recognition, as well as length of service.

Flexible work arrangement

You will have access to flexible work arrangements. We encourage a spirit of mutual flexibility, enabling discussions between you and your manager about maintaining work-life balance.

Health & safety

We are committed to supporting your health, safety and wellbeing. If required, you and your family will have access to free external, professional and confidential counselling assistance if you need help with personal, family or employment related matters.

To work in the Foundation you will:

- Be eligible to work in Australia and other regions where you will be based
- Undergo background check including criminal records and qualifications check
- Undergo working with children check for positions which are identified as having access to children.



Role purpose defines the broad accountabilities of the positions, which may change based on organisational need.

Please refer to divisional, team and individual work plans for more specific details

Our Vision

We see a world in which no person is needlessly blind and Indigenous Australia's exercise their right to good health.

Our Purpose

To end avoidable blindness and improve Indigenous Australian's health.

At the Fred Hollows Foundation we offer a career where your talent and energy will help many see tomorrow.

ROLE PURPOSE

Role Title:

Country Manager

Division:

Programs

Location:

Phnom Penh, Cambodia

Date:

Sep 2018

Employment type:

Full time Permanent

Reports to:Regional Associate
Director, East Asia**Number of direct reports:**

Two

Leadership Band:

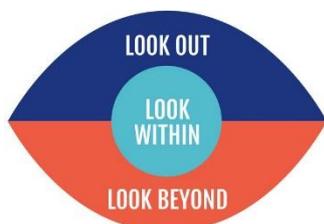
Leads Others

Purpose of the role:

The Country Manager is accountable for implementing programs, ensuring compliance obligations are met and managing the Cambodia Country team in alignment with The Foundation's strategic framework and values.

The Country Manager will own the outcomes of:

1. Provide strategic and operational leadership to the country team and lead the development of country plans, concept briefs, project implementation plans, procurement plans and a pipeline of future projects in line with FHF strategic objectives.
2. Drive and manage project implementation and the resolution of technical/implementation problems, along with accurate input of program information into PRISM to ensure effective outcomes achieved and documented in line with Program objectives and FHF expectations.
3. Lead the team and ensure engagement through clearly set expectations, constructive and frequent feedback, capacity development and support
4. Prepare annual budget submission and commentary for the country program and quarterly progress reports and report variances to budget ensuring accurate planning, forecasting and delivery in line with FHF requirements.
5. Manage donor relationships in country and complete accurate donor reports ensuring positive ongoing communication, engagement and delivery of results.
6. Build the relationship and advocate the blindness prevention agenda with national stakeholders (MOH, MoFA, NPEH...) and ensure that engagement with partners fosters cooperation and results in capacity development and improved health systems.
7. Other tasks as requested by your manager

Our Capabilities:**As a member of the Foundation Family you will:**

1. Live by the values of The Foundation and support The Foundations culture, performance and brand.
2. Adhere to all The Foundation policies & Procedures.
3. Strengthen the health, safety and well-being of all/look out for the well-being.
4. Lead, collaborate and contribute in all interactions.

Skills:

- Strong leadership skills with the ability to lead a team, effectively influence senior stakeholders.
- Excellent communication skills, ability to work effectively in cross-cultural environment with fluency in written and spoken English
- Strong financial acumen in developing country programs, and capacity to develop and implement appropriate policies, procedures and systems in these areas

Essential Experience:

- Managing programs in public health or development within the Cambodian context
- Strong experience in managing a team and working in a global environment.
- Extensive experience in project management and project design
- High-level representation, strategic advocacy, stakeholder management at senior levels of government, multi-lateral agencies and other partners.

Desirable Experience:

- Exposure to eye health Programs
- Development and expansion of Country Programs across Cambodia
- Resource mobilisation and track record of securing significant funding for local programs

Qualifications:

Master's Degree in Public Health or International Development or related field

The position involves:

This position is recognised as having "Contact with Children" either direct or indirect

Travel:

Intensive travel in-country/International

Additional Responsibility:

Ensure that the work for which they are responsible is carried out in ways, which safeguard the health and safety of workers.