

ROLE PURPOSE

Role Title: Program Manager

Division: Programs & Partners

Location: Lahore, Pakistan

Date: February 2026

Employment type: Full time, Fixed term contract

Reports to: Country Manager

Number of direct reports: 01

Leadership Band: Leads Others

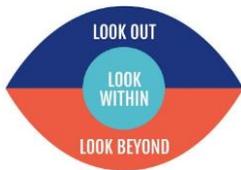
Purpose of the role:

The Program Manager is accountable for the planning, design and operational delivery of the Pakistan program aligned to the Country strategy and the Foundation's strategic framework.

The Program Manager will own the outcomes of:

1. Lead the development, planning, coordination, and implementation of the country program in line with strategic objectives and internal systems that include accountability and evidence-based outcomes.
2. Develop new project ideas for the country Program ensuring alignment with strategic objectives and local need.
3. Undertake advocacy and build relationships with stakeholders, including government officials and other NGOs that lead to outcomes that contribute to the ending of avoidable blindness in the local context.
4. Strong conceptual and analytical skills to be able to develop new initiatives, identify critical issues, build capacity and standardize processes.
5. Manage partner relationships within the agreed governance frameworks of FHF, Australia and Pakistan.
6. Collaborate across the country team to develop and maintain strong relationships internally and with all partners.
7. Build capability within the team to drive a culture of engagement and collaboration within The Foundation.
8. Accountable for budget and variance management of the program implemented.
9. 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 Foundation's culture, performance and brand.
2. Adhere to all The Foundation's policies and 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:

- Demonstrated skills in the area of project implementation, finance (budgeting etc), procurement, communication and M & E.
- Understanding of trends and standards in development work in Pakistan.
- Good co-ordination and communication skills;
- Computer literate; experience in database management, and use of Microsoft packages
- Excellent written and spoken skill in English

Essential Experience:

- Minimum 7/8 years of progressive work experience, preferably in the development sector with a local or international development organization.
- Minimum of 5 years of experience in Senior officer position/ supervisory role
- Demonstrated experience in areas of Project Design and development, implementation and M & E.
- Experience in dealing with a variety of Government ministries, local and international donor organizations, and other partners;
- Knowledge of health development issues, especially in health systems reforms and advocacy issues in the context of Pakistan.

Desirable Experience:

- Relevant degree or training in relevant fields such as project development, project cycle management
- Experience in research activities and clinical data management
- Previous experience at managerial level.
- Experience in eye health, neglected tropical diseases e.g. trachoma, or non-communicable disease management e.g. diabetes

Qualifications:

Relevant tertiary qualifications in Management, International or Community Development, Public Administration, Sociology, Public Health, or a related field.

The position involves:

This position is recognised as having "Contact with Children" either direct or indirect
This position does involve "Working with Children" either direct or indirect.

Travel:

Ability to travel regionally and internationally. Ability spends 30%-

Additional Responsibility:

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

35% of his/her time in the field to monitor and support partners.

This role purpose defines the broad accountabilities of the positions, which may change based on organisational need. Please refer to the divisional, team and individual work plans for more specific details

To work in The Foundation, you will:

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