

ROLE PURPOSE



Role Title: Senior Program Manager

Division: Programs

Location: Addis Ababa,

Date: May 2025

Employment type: Fixed term full-time/ part-time contract with flexible work arrangement

Reports to: Cluster Director

Number of direct reports: 0

Leadership Band:
Leads self, only partners

Purpose of the role:

The Senior Program Manager for Eritrea is a strategic leadership position responsible for guiding the overall design, implementation, and quality assurance of The Fred Hollows Foundation's programs in Eritrea. Working independently, the role provides vision and oversight to ensure alignment with the Country Strategy, Global Strategic Framework, and national priorities. The role requires strong programmatic and systems thinking, policy advocacy, partnership cultivation, and team leadership to deliver sustainable and high-impact eye health outcomes in a complex and evolving context.

The Senior Program Manager will own the outcomes of:

Strategic Program Leadership:

- Lead the strategic design, planning, and execution of programs to deliver sustainable, people-centered eye care aligned with national and global strategies.
- Provide hands-on leadership and independent oversight across all stages of the project lifecycle—from concept development through implementation, review, and adaptive management.
- Direct and technically support the implementation of key initiatives, including health systems strengthening, capacity development, and service delivery reform.
- Manage the overall country program budget ensuring that the Foundations resources are used efficiently and, in the areas, they will achieve the most impact.
- Oversee pilot and innovation projects, ensuring alignment with broader sectoral reforms and evidence-based approaches.
- Ensure results-based program management, with clear accountability for outcomes, learning, and value-for-money.
- Steward effective delegation, coaching, and utilization of staff capacities across program and support functions.

Strategic Partnership Management and Advocacy:

- Cultivate and maintain strategic partnerships with government institutions, donors, civil society, and other stakeholders to influence eye health prioritization.
- Provide technical assistance to partners in planning, M&E, and health systems integration for eye health.
- Advocate for increased domestic resourcing and policy support for equitable and sustainable eye health service delivery.
- Represent the Foundation in high-level forums and influence national dialogue on health systems, UHC, and NTDs as relevant.
- Lead cross-sectoral engagement and represent eye health in broader development platforms (e.g., UNICEF, ILO, private sector forums).

Quality Assurance, Learning, and Reporting

- Oversee the achievement of qualitative and quantitative results across all programs, ensuring alignment with logframes, donor requirements, and national priorities.
- Lead regular program review processes and ensure adaptive learning is embedded into the program cycle.
- Ensure timely, accurate, and high-quality reporting to internal and external stakeholders.
- Champion documentation, knowledge sharing, and the integration of evidence into program and policy work.

Leadership and Organizational Development

- Provide effective supervision, mentoring, and performance management of programs to promote growth and accountability.
- Foster a high-performing, collaborative team culture that supports innovation, learning, and excellence with MOH and other partners in Eritrea.
- Lead strategic workforce planning, staff development, and succession planning for the Eritrea Eye Health under the MOH.
- Promote internal FHF coordination between program, finance, operations, and MEL teams to deliver integrated and efficient programming.

Others:

- Oversee the qualitative and quantitative outcomes and impacts of the Program and the partners' work, and in collaboration with the Program Manager work to ensure successful implementation in line with the plan.
- Ensure all program documentation meets the required quality and ensure compilation and sharing of timely and quality reports.
- Provide strategic direction, supervision, and mentorship to program staff for both project and career growth and make staff development recommendations.
- Enhance department and organization reputation by accepting ownership for initiating and accomplishing new project strategies; exploring opportunities to add value to project accomplishments.

Skills:

Computer literate; experience in database management, and use of Microsoft packages such as Outlook, Word, PowerPoint, Excel, Access.

Essential Experience:

- Significant progressive work experience, preferably in the development sector with a local or international development organization.
- Strong experience in senior management position
- Experience in dealing with a variety of Government ministries, local and international donor organizations, and other partners.
- Understanding of trends and standards in development work in Ethiopia
- Wide knowledge in development and health concepts

Qualifications:

Relevant Masters degree (e.g., Health Management, International / Community Development, Public Administration, Sociology, Public health).

Desirable Experience:

- Experience in eye health, neglected tropical diseases e.g. trachoma, or non-communicable disease management e.g. diabetes.

Travel:

Yes, both internationally and domestically

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

The position involves:

This position is recognized as having “contact with Children”, either direct or indirect.

This position does involve “working with Children”.

Additional Responsibility:

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

To work in The Foundation, you will:

Eligibility to work in Ethiopia

Preparedness to undergo background checks including Criminal records check and qualifications check.

Preparedness to undergo an additional working with children check for positions which have been identified as having access to Children.

Availability to travel domestically and internationally.