ROLE PROFILE

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| Title | Regional Lake Chad Programme Manager  |
| Functional Area | WACA Regional Program Department & Plan International Nigeria Programme Department, Plan International Niger Programme Department and Plan International Cameroon Programme Department, based in the Country Office of Plan Nigeria in Abuja |
| Reports to | Matrix management with Strong reporting line to the Country Director (CD) of Plan Nigeria and a dotted reporting line to the Lake Chad Steering Committee, composed of the Country Directors of Plan Cameroon, Plan Niger and Plan Nigeria as well as the Regional Head of DRM of Plan International in West & Central Africa. |
| Location | Abuja | Travel required | Frequent |
| Effective Date | April 2021 | Grade | F |

role PURPOSE

Plan International strives to advance children’s right and equality for girls all over the world. We recognise the power and potential of every single child. But this is often suppressed by poverty, violence, exclusion, and discrimination. And it’s girls who are most affected. As an independent development and humanitarian organisation, we work alongside children, young people, our supporters and partners to tackle the root causes of the challenges facing girls and all vulnerable children. We support children’s right from birth until they reach adulthood, and enable children to prepare for and respond to crises and adversity. We drive changes in practice and policy at local, national and global levels using our reach, experience and knowledge. For over 80 years we have been building partnership for children, and we are active in over 75 countries

Now in its eleventh year, the protracted crisis in the Lake Chad Basin Region remains one of the most severe humanitarian emergencies in the world, affecting the North-East of Nigeria, the Far North Region of Cameroon, the Lake Region of Chad and the Diffa Region in Niger. More than 17 million people are living in the affected areas across the four countries. In February 2020, 9.4 million people were reported as needing humanitarian assistance to survive, more than 6 million of them are children. These figures will also have worsened during 2020, given the impact of COVID-19 and the resulting increased food insecurity in the region. The crisis has unfolded in a region beset by chronic fragility, where poverty, underdevelopment, gender inequality, unemployment and a lack of prospects for young people fuel extremism and are compounded by environmental degradation and the impacts of climate change.

In the last four years, the LCP addressed the needs of girls, boys and their communities through integrated sectorial approach addressing protection, education and livelihoods. As a result, Plan International has gained the recognition of its peers, UN agencies and government bodies at both local and national level as one of the lead agencies in the field of child protection and education

Considering the protracted nature of the crisis, a Lake Chad Programme Strategy (2018 - 2023) was developed and endorsed, outlining Plan International’s bold ambition to transform the life of girls and their families in the Lake Chad Region. It moves beyond a humanitarian vision towards a full spectrum programme, working at the nexus of humanitarian and development efforts to promote children’s rights and gender equality. This approach recognizes the importance of meeting immediate humanitarian needs while tackling the developmental deficit of the region which is both a contributor to and an outcome of the crisis. The strategy has been recently revised to address new challenges and emerging issues.

**The postholder will provide:**

* External: Position Plan International and its Lake Chad Programme as regional leader for promoting gender equality and protecting girls’ rights in the Lake Chad region
* Internal: Strategic leadership to ensure the implementation of the revised Lake Chad Programme Strategy (2018-2023) across Cameroon, Niger and Nigeria

Dimensions of the Role

* The post-holder will head the Lake Chad Unit including line management responsibility (direct and matrix) for the Lake Chad Unit staff (6 people)
* The post-holder will support the extension of the Lake Chad Programme into Chad
* The post-holder will have budget responsibility for the regional ‘Fad Open To All’, any regional projects as part of the programme portfolio as well as for the specific budget lines across the 3 countries related to the Lake Chad Programme Unit
* The post-holder will represent Plan International in external fora at national, regional and global level
* The post-holder will be part of the Regional Lake Chad Steering Committee and the Regional Lake Chad Oversight Group

Accountabilities

**Programming:**

* Support Country Offices in the operationalisation of the Lake Chad Programme Strategy by working in close cooperation with the Emergency Response Managers (ERMs) and Head of Programmes to ensure that all projects are following the overall programme outline and logic.
* Support programme integration across the three countries by moving from a coordinated to an integrated regional programme approach
* Coordinate the interphase with Country Offices on the management of the Nexus between humanitarian and development programme
* Project oversight for regional projects which are part of the Lake Chad Programme including implementation of regional activities
* Provide guidance and in-country support to the Emergency Response Managers, Head of Programmes and Project Implementing teams in Cameroon, Niger and Nigeria
* Provide input for the preparation of narrative reports in line with donor’s and Plan’s requirements and rules and regulations
* Participate in regular monitoring and if required programme/action plans revisions and modifications and facilitate that relevant stakeholders (COs as well as NOs) are informed in due time on progress and related delays and/or modifications.
* Resource Mobilisation
* Engage and build relations with key actors/stakeholders and donors of the programme
* Support resource mobilization for Country Offices and National Organizations at concept note and full proposal level by providing project design support and cross border information related to the Lake Chad Programme.
* Support CO resource mobilization teams and related NOs on securing funds for continuous programme scale up through providing lessons learnt and project related contextual information.
* Lead proposal development for regional projects which form part of the Lake Chad Programme
* Ensure that new intervention ideas are in line with overall programme and donor priorities.
* Provide programme presentations to COs, NOs and donors to enhance resource mobilization

**Learning and Capacity Building**

* Develop and implement a dedicated Lake Chad Learning agenda, outlining the scope, the objectives, the expected outcomes and the processes of learning within the programme.
* Ensure learning across the 3 Country Offices with a specific focus on gender-transformative programming, regional programming as well as full spectrum programming
* Orient/guide the respective project teams of Plan International in Niger, Nigeria and Cameroon, on key international humanitarian standards like Core Humanitarian Standard (CHS), Sphere Standard, CPMS and INEE.
* Provide orientation and guidance on key processes in developing and implementing emergency response projects and proposals to the project teams
* Ensure that project designs are informed by needs assessments and contextual analysis
* Linking project teams to DRM related training opportunities within and out of the region

**Research, Policy and Advocacy**

* Develop a regional influencing strategy for the Lake Chad Programme
* Lead on regional research and advocacy initiatives to position Plan International and its Lake Chad Programme as regional leader for promoting gender equality and protecting girls’ rights in the Lake Chad region
* Drive learning, knowledge management and policy impact by authoring, commissioning and contributing to publications, policy documents, briefing notes and other resource materials ensuring that Plan International has distinct knowledge and evidence on gender transformative programming in emergencies and full spectrum programming

**Representation and Partnership**

* Represent Plan International and the Lake Chad Programme at relevant clusters, working groups, and other fora, especially at regional and global level.
* Identify opportunities and establish dialogue towards partnerships with other agencies, especially at regional level to support consortia building, joint advocacy activities, etc
* Support the development of Plan International’s profile in gender equality programming in emergencies, particularly in regards to girls
* Engaging and building relations with key actors/stakeholders of the programme with a specific focus on regional actors like ECOWAS, the Lake Chad Basin Commission, etc.
* Organize and attend regular meetings with donor and other key stakeholders (i.e. UNHCR, UNICEF, UN OCHA) representatives to update and exchange information on overall programme’ s implementation status/progress thus ensuring external exchange and networking

Dealing with Problems

The post is a key linkage/coordination point between global programme work (IH/NOs), the implementation of the Lake Chad Programme strategy at WACAH and CO levels. For this reason, the post holder must be able to manage relationships well with different parts of the organizations, including conflicting priorities and ad hoc request.

Given the wide scope of responsibility and limited resources, it’s essential that the post holder is able to stay on top of a variety of work, make clear prioritization and be creative in making use of internal (and external) resources (people/funding) to achieve the outcomes of the Lake Chad strategy

Excellent and creative leadership skills will be utilized to make strategic choices on activities with limited resources and with possible difficult access to beneficiaries.

1. Ensures that Plan International’s global policies for Safeguarding Children and Young People and Gender Equality and Inclusion are fully embedded in accordance with the principles and requirements of the policy including relevant Implementation Standards and Guidelines as applicable to their area of responsibility. This includes, but is not limited to, ensuring staff and associates are aware of and understand their responsibilities under these policies and Plan International’s Code of Conduct (CoC), their relevance to their area of work, and that concerns are reported and managed in accordance with the appropriate procedures.

Plan International’s Values in Practice

**We are open and accountable**

1. Promotes a culture of openness and transparency, including with sponsors and donors.
2. Holds self and others accountable to achieve the highest standards of integrity.
3. Consistent and fair in the treatment of people.
4. Open about mistakes and keen to learn from them.
5. Accountable for ensuring we are a safe organisation for all children, girls & young people

**We strive for lasting impact**

1. Articulates a clear purpose for staff and sets high expectations.
2. Creates a climate of continuous improvement, open to challenge and new ideas.
3. Focuses resources to drive change and maximise long-term impact, responsive to changed priorities or crises.
4. Evidence-based and evaluates effectiveness.

**We work well together**

1. Seeks constructive outcomes, listens to others, willing to compromise when appropriate.
2. Builds constructive relationships across Plan International to support our shared goals.
3. Develops trusting and ‘win-win’ relationships with funders, partners and communities.
4. Engages and works well with others outside the organization to build a better world for girls and all children.

**We are inclusive and empowering**

1. We empower our staff to give their best and develop their potential
2. We respect all people, appreciate differences and challenge equality in our programs and our workplace
3. We support children, girls and young people to increase their confidence and to change their own lives.

Key relationships

**Internal:**

* Country Directors of Plan Niger, Nigeria and Cameroon
* Regional Head of DRM of Plan WARO
* Sub-Regional Director Sahel, WACAH
* Project Managers of each CO considered to be part of the Lake Chad Programme
* DRM/ERMs and Head of Programmes of Plan International in Nigeria, Niger and Cameroon, other members of the Emergency Response country teams where required, EiE and CPIE Specialists in WACAH and International Headquarters (IH) and the Country Education and Protection teams as appropriate
* Representatives of the NOs who collaborate with the COs under the programme
* Line management (direct and matrix) of Regional GFFO Project manager, Lake Chad MER Specialist, Lake Chad Advocacy and Communication Specialist, Lake Chad Finance and Grants coordinator, Lake Chad Gender Specialist, Lake Chad CPIE Specialist

**External:**

* Other agencies and stakeholders related to the programme (i.e. UNHCR, UNICEF, Clusters) or decision makers (i.e. national governments).

Technical expertise, skills and knowledge

* Networking and representation: demonstrable experience of organizational representation and engagement with humanitarian donors
* Communication: Well developed written and oral communication skills. This includes effective negotiation and representation skills.
* People management: Ability to work independently and as a team player who demonstrates leadership and is able to guide local and international staff and also able to work with disaster affected communities in a sensitive and participatory manner.
* Integrity: Works with trustworthiness and integrity and has a clear commitment to Plan's core values and humanitarian principles.
* Adaptability & flexibility: Ability to operate effectively under a stressful working environment.
* Work style: well organized even within a fluid working environment and has a capacity for initiative and decision making with competent analytical and problem solving skills.
* Knowledge & skills: General knowledge and understanding of INEE and CPIE minimum standards, Core Humanitarian Standards, SPHERE, Red Cross/NGO Code of Conduct and other relevant international standards for humanitarian response. General CPiE, EiE and TVET/IGA related experience is considered as an advantage.
* Requires general finance, administration, information management and telecommunication skills and proficiency in IT/computer skills (including sound MS excel and word proficiency)
* Previous work experience in the Lake Chad region (desirable) & emergency context (mandatory)
* Experience as a coordinator for a multi-donor programme/project preferred
* Fluency in French and English (mandatory)

Physical Environment

The holder of the position will be working in a typical office environment and entails 60-70 % travel within the Lake Chad countries and the region. Deployment to major size emergencies red level within the region if required

Level of contact with children

Mid contact: The PM will have occasional interaction with children