



Vacancy Announcement: Regional Manager

Position title: Regional Manager

Reporting to: National Director

Supervisees: Social Workers, Youth Development Officers, Family Strengthening Team, Admin Staff, SOS parents

Closing date: 12 May 2025

Position Summary

This position shall report to the National Director and works closely with the National Programs Director, National Safeguarding Coordinator, and other National Office Department Heads. The position shall provide overall leadership for the location in both managerial and programme aspects, playing a key role in influencing quality and effectiveness of programmes. This role harmonizes the programmes at the location (alternative care, family strengthening programmes, youth and education, fundraising, and advocacy) in order to achieve the highest level of quality in service delivery. The job incumbent shall lead and supervise co-workers of the various areas of work within the programs location.

This position directly supports the strategic goals of the National Association and is a strong member of the National Association Management team. Owing to the strategic nature of the support this position the position holder shall be expected to be a person of integrity, reliable and confidential in his/her approach.

Priority Task and Responsibilities

- Provides overall leadership and management of the Program location.
- Coordinates Planning and Budgeting at the location in line with the National Strategic Plan and SOS Children's Villages strategic direction.
- Leads monitoring and evaluation of programme activities/Quality Assurance
- Manages overall financial operations including budgets, authorization and approval of expenditures.
- Build and manage positive relations with the community and/or local authorities, develop appropriate partnerships and networks
- Supports and participates in the National Association's strategies for fundraising and resource mobilization.



- Maintains close working relationship with the National Director and National Program Development Director as well as Function Heads
- Coordinates Human Resource Planning, Management and development

Qualification Requirements

- MA/MSc or Degree in Sociology, Education, Development, Public Administration/Management and other relevant social science streams;
- **Seven years** relevant experience in field or related field out of which three years' experience in staff management and supervision;

Competencies – knowledge, skills, abilities

- Demonstrable track record of success with program design, performance management, learning systems and monitoring & evaluation;
- Ability to thrive in a fast-moving, changing environment, with an emphasis on high-performance, teamwork, accountability and results;
- Refined and well-organized multi-tasking skills;
- Experience in prioritizing and sequencing both programmatic and operational activities;
- Ability to build relationships with partners and stakeholders;
- Highly facilitative and collaborative leadership style;
- Excellent adaptive problem-solver in challenging environment;
- Excellent analytical skills;
- Exceptional ability to communicate consistently, clearly and effectively with a range of stakeholders;
- Strong set of personal values including integrity, honesty and desire to be of service.
- Fluency in English is essential.

How to apply:

SOS Children's Villages Namibia is an equal opportunity employer, and we encourage applications from candidates of all backgrounds to apply. To apply, please send your updated CV with three contactable references, supporting documents and a cover letter to recruitment.hr@sos-namibia.org before **12 May 2025**



SOS Children's Villages has zero tolerance neither for sexual exploitation, harassment, and abuse nor for fraud and corruption, amongst other safeguarding aspects. We also provide equal employment opportunities to all employees & qualified applicants without regard to race, colour, religion, gender, national origin, age, disability, marital status, or class. SOS Children's Villages complies with all applicable laws governing non-discrimination in employment."

This position involves working with an INGO committed to children and human rights and is subject to strict safer recruitment checks. The successful candidate will be required to complete safer recruitment checks including police and reference checks to help verify their suitability to work for SOS CV. In addition to candidates' ability to perform the duties of the post, the selection process will also delve into the candidate's motivation and approach towards safeguarding.