



ROLE PROFILE

Title	Director – Humanitarian & Resilience		
Functional Area	Humanitarian Action & Resilience		
Grade	E2		
Reports to	Country Director		
Director Reports	4-5 Team Members		
Functional Link/Matrix Link	Business Development, Programmes, Communication and Campaign, Finance, Operations and People & Culture.		
Working Relation	Directors/CMT Members, Regional Technical Team, Technical Staff, GH, 10-12 National Organizations, Multisectoral Programme and Funding Partners, Government, Media, Private Sectors, CSOs, and Network		
Location	Dhaka, Bangladesh	Travel required:	Frequent
Effective Date	July 2024		

PLAN INTERNATIONAL PURPOSE

Plan International is an independent development and humanitarian organization that advances children's rights and equality for girls. Plan International envisages a world in which all children and young people realize their full potential, a vision now shared by the 193 Heads of State and Government who adopted the 2030 Agenda for Sustainable Development in September 2015.

Plan International Bangladesh envisions a 2030 where children and youth, particularly girls and young women, are recognized as leaders of change in gender norms and can make decisions about their lives. Our country strategy, launched in July 2020, focuses on empowering girls and young women to be heard, live without fear of violence, and achieve their rights. Our significant achievements to date include gender-transformative actions, humanitarian response to the Rohingya crisis and natural disasters, climate and disaster resilience, building our evidence base, and effective advocacy from local to international levels, as well as evolving our partnership approach.

We are committed to supporting children and youth, especially girls and young women, throughout their journey from childhood to adulthood. Over the next six years, we will amplify and support the role of girls and youth from all identities in a greater social movement. This will enable them to step out of prescribed gender roles, break the poverty cycle, and manage acute shocks and stressors, including those brought about by climate change. To achieve this vision, PIB must ensure a high-quality, high-performing team to deliver world-class programmes.

ROLE PURPOSE

The Director - Humanitarian and Resilience at Plan International Bangladesh is responsible for leading and managing the Humanitarian Action and Resilience Programme. This role aims to empower girls and young women in the community and promote climate resilience and disaster risk reduction (DRR) initiatives, as well as enhance organizational readiness of Plan International to respond in any crises. The position holder will ensure that all actions are aligned with Plan International's global strategy, regional priority and the country-specific context.

The post holder will take the lead role of ensuring support and collaboration with other teams of Plan International Bangladesh. This approach ensures supporting and fostering collaboration of team members from different programmes and operational hubs to work collectively delivering the country strategies ambition and value proposition.

Director - Humanitarian and Resilience will need to work very closely with the Director – Programme to enhance surge capacity and mainstream DRR and resilience; Director Business, Partnership and Innovation on business acquisition and quality assurance; the Director Finance and Operations on operational and risk & compliance issues; the Director Influencing, Campaigns and Communications and the Monitoring, Evaluation, Learning and Research Team.

DIMENSIONS OF THE ROLE

1. Director - Humanitarian and Resilience will lead Humanitarian Action & Resilience programme covering all over Bangladesh including setting ambition, and defining scale of programme including Rohingya crises response in coordination with Programme (development) and other Directors of Plan International Bangladesh.
2. The post holder will lead, guide and make sure that humanitarian and resilience team develops high quality programme/project concept/proposals in collaboration with BD team to raise and secure 20 million EUR annually including 8-10 million EUR of Rohingya crises response with an upward growth (at least 10% annually).
3. The post holder will ensure the successful implementation of quality programs, create evidence, and develop knowledge products, reports, and documentation for donors, government, regional bodies, and PIB/PII.
4. The post holder will support to Development programme team in effective and efficient implementation of sponsorship communication and programme across Bangladesh.
5. The post holder will lead and line manage a team comprising with 4-5 members e.g. Deputy Director-Rohingya Response & Nexus, Advisor- Humanitarian Affairs and Manager-Climate & Disaster Resilience. Matrix manage/functionally link with different technical teams for organizational capacity building of PIB as and when required and also defined by the needs arises.
6. The post holder will effectively manage humanitarian programme finance and Rohingya crises response over budget (8-10 million EUR plus) including budget planning, preparation, monitoring and ensure that finance report is linked with programme; effective administrative and logistics systems are ensured during programme/project cycle management.
7. This role is a member of Country Management Team (CMT) who will work as CMT TORs, and contribute to Plan International's understanding and strategic direction in the country aligning with regional and global strategy.
8. The post holder will collaborate with other CMT members and Directors/Heads and Country Director for all program resource mobilisation, donors' coordination, influencing needs, finance and operations, compliance, human resource management, etc.
9. Externally, this role will ensure relations, coordination and collaboration in all network, coordination and governance platform of Bangladesh humanitarian governance system/architecture as well as Rohingya crises response for humanitarian influencing, advocacy, resource mobilization, and representation of PIB. Internally, this role will coordinate, network and represent PII internal governing system at regional, and global level across PII federation system.
10. As a leadership role, Director-Humanitarian and Resilience will uphold Plan' value based leadership guided by feminist principles. The post holder will lead by example practicing the values in terms of programme and team management as well as building an inclusive workplace culture.

ACCOUNTABILITIES

Strategic Leadership & Representation

- Lead the implementation and management of the Humanitarian Action and Resilience Programme, ensuring alignment with Plan International's global strategy and the country context.
- Develop and implement strategies to enhance the organization's preparedness, early action, and response to crises, focusing on protecting and empowering children and youth, especially girls.
- Oversee the integration of gender-transformative approaches across all humanitarian response, DRR and partners programme areas. In collaboration with the CMT and Plan's National Offices, manages Plan International Bangladesh's secured institutional funding portfolio and income ensuring relevance to the country strategy and local context
- Actively liaise with Plan International National Organizations and the regional team to maximize synergies and application of programme best practice
- Remain updated and relevant with current humanitarian action and funding trends in the country and region and provides regular updates on these trends and analysis to Country Director and other leaders.
- Lead and transform our humanitarian, resilience and Rohingya crises response programme delivery model to ensure that we remain relevant and incorporate feminist localization in development /DRR programme and local humanitarian leadership's best practice.
- Drive for fund raising and ensure funding for humanitarian and climate resilience programme including disaster/emergency response, Rohingya crises response, etc.
- Build partnerships with government, private sector, and other stakeholders to support programme objectives.

Programme Management

- Ensure effective development and management of humanitarian programme cycle; as well as execution of surge capacities in EiE, GiE, CPiE, SRHRiE, and other emergency response areas.
- Collaborate with women and youth-led organizations, network and CSOs to strengthen their role as humanitarian actors.
- Manage the Rohingya Crisis Response, focusing on the protection, education, gender transformation, SRHR, economic empowerment and empowerment of children and youth in both host and camp settings.
- Ensure the Climate Resilience and DRR programme equips youth and children, especially girls, to lead climate action and adapt to environmental changes.

Humanitarian Leadership

- Lead Plan International Bangladesh's humanitarian vision, ensuring that the strategic focus remains relevant, is forward looking, and is aligned to the country strategy.
- In collaboration with the Director P&C and the global and regional DRM team, ensure and build strong humanitarian competencies across the programme, including the development of a strong emergency response team
- Support the Country Director in positioning Plan International Bangladesh as a humanitarian partner of choice with donor's, UN agencies, government and other civil society actors
- Ensure humanitarian advocacy in place focusing Plan's agenda from local to global forums in collaboration with Director – Influencing, Campaign and Communication.
- Strengthen operational systems of both Plan and Partners for timely humanitarian/emergency response.
- Ensure all humanitarian preparedness initiatives of Plan are embedded localization and partnership (charter for change) approach and capacity building for local partners are undertaken so that all emergency and humanitarian responses are partner-led.
- Ensure alignment with core humanitarian standards and Plan's global guidelines.
- Maintain an active and ready-to-deploy Emergency Response Team (ERT) and GiE pool team

Rohingya Crisis Response

- Manage and lead the Rohingya Crisis Response, ensuring protection, education, SRHR, economic empowerment and empowerment of children and youth in both host and camp settings.
- Ensure all projects/programme are designed and implemented adopting localization and partnership approach.
- Implement programmes that provide protection, SRHR services, education, skills training, and employment opportunities for the Rohingya population and host communities.
- Adopt a triple nexus approach by integrating humanitarian, development, and peace initiatives in both camp setups and host communities.
- Prepare and empower adolescent and youth, especially young women, girls, and other vulnerable groups, to become resilient
- Ensure continuous assessment of emerging context and advise to the management and Country Director for taking adaptive management approach for smooth programme delivery.

Climate Resilience and DRR

- Lead and development climate resilient projects (Durbar)
- Promote the agency of girls and youth to lead climate resilience initiatives.
- Support youth-led climate action campaigns and ensure access to resources and technologies.
- Advocate for an enabling environment that includes policy frameworks supporting gender-transformative and inclusive climate action.

Advocacy, Policy, Media and Representation

- Work with the Country Director and Director-Influencing, Campaign and Communication in the development of constructive working relationships with donors, UN bodies and Government representatives to build international and public profile and ensure positive coverage
- Represents Plan International in external fora and with national and international media as media spokesperson delegated by the Country Director
- Advocate for policy changes at local and national levels to prioritize the needs and rights of vulnerable young women and girls in collaboration with Director- Influencing, Campaigns and Communications
- Strengthen the evidence base from development and humanitarian programming to influence policymakers, decision-makers, and donors.
- Guidance for context appropriate integrated campaign designing and implementation
- Engage in high-quality communication and representation in humanitarian governance system

Team management

- Demonstrate common understanding and vision about Humanitarian Action & Resilience programme by all team members along with clear line of sight and structured communication
- Delegate responsibilities among the team members in a balanced way to ensure quality outputs and support provided in terms of regular feedback, coaching, mentoring to develop professional capacity and performance of the team
- Monitor and provide objective feedback related to staff performance, including completing staff performance evaluations to promote growth and professional development
- Demonstrate Plan International's core values showing exemplary behaviour.
- Ensure team's performance objectives are well defined and timely monitored using Plan International's performance management system and other tools. Team objectives are known by all other relevant entities and progress reported upon to stakeholders
- The team contributes efficiently to global, regional and country initiatives; requests for engagement and support are answered timely and to high quality standards
- Ensure that team members are adequately supported in their work and their development needs are identified and met
- Administer to ensure that the team budget is developed, implemented and monitored timely
- Ensure guidance, motivation and mentorship to the team members for their individual work, as well as achieving team's and organizational objective following values and principles of PII.

Safeguarding Children and Young People and Gender Equality and Inclusion

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

KEY RELATIONSHIPS

Internal:

- Other staff, including members of the Country Management Team, MERL Team, Finance Managers, Country Safety & Security Manager, Technical Programme Advisors
- National Offices program departments (National Offices are the member organisations of Plan International).

External:

- Other INGO leaders and networks.
- Government, UN and donor representatives

TECHNICAL EXPERTISE, SKILLS AND KNOWLEDGE

Essential

- Advanced degree in International Development, Humanitarian Studies, Climate Change, or a related field.
- Minimum of 15 years of experience in humanitarian response, disaster risk reduction, and climate resilience, with at least 5 years in a senior leadership role as humanitarian professional.
- Hands on experiences on at least one or two of these areas in humanitarian sector e.g. gender, diversity and inclusion, child rights, youth & economic empowerment, health/SRHR will be an advantage.
- Proven track record in programme management, strategic planning, and advocacy.
- Leadership and management skills to drive large-scale humanitarian and resilience programmes.
- Strategic thinker with the ability to translate vision into actionable plans.
- Experience working in complex emergency settings and with vulnerable populations, particularly girls and young women.
- Strong understanding of core humanitarian standards and gender-transformative approaches.
- Excellent communication, networking, and representation skills.
- Must be able to balance the need for strategic focus and impact, with a high level of attention to detail
- must be able to develop and manage detailed plans and budgets in accordance with contractual requirements
- Strong interpersonal and cross functional team work
- Localization, and partnership-building skills in development and humanitarian set.
- Ability to work in a culturally diverse environment and promote gender equality.
- Strategic leadership, planning and thinking skills.

Desirable

- Candidate with less years of experiences with 3-5 years of international humanitarian experiences at senior management level outside Bangladesh is welcome
- Thematic experience in at least two of Plan International's main areas of programmatic focus: SRHR, youth economic empowerment, gender, early childhood development, youth leadership, child protection
- Partnership brokering skill

PLAN INTERNATIONAL'S VALUES IN PRACTICE

We are open and accountable

We create a climate of trust inside and outside the organization by being open, honest and transparent. We hold ourselves and others to account for the decisions we make and for our impact on others, while doing what we say we will do.

We strive for lasting impact

We strive to achieve significant and lasting impact on the lives of children and young people, and to secure equality for girls. We challenge ourselves to be bold, courageous, responsive, focused and innovative.

We work well together

We succeed by working effectively with others, inside and outside the organisation, including our sponsors and donors. We actively support our colleagues, helping them to achieve their goals. We come together to create and implement solutions in our teams, across Plan International, with children, girls, young people, communities and our partners.

We are inclusive and empowering

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

PHYSICAL ENVIRONMENT

Based at Bangladesh Country Office with significant in-country travel and periodic international travel.

LEVEL OF CONTACT WITH CHILDREN

Mid contact: Occasional interaction with children

COUNTRY MANAGEMENT TEAM ORGANOGRAM

