

Country Director

Organization Overview

Ipas is a nonprofit organization that works with national, regional, and global partners, to improve sexual and reproductive health and rights, with a focus on ensuring that high-quality safe abortion and contraceptive information and services are available, accessible, and acceptable to women and girls. The Ipas Pakistan Country Director is responsible for leading all strategic, programmatic, and financial aspects of the program and for contributing to global organizational leadership. The Director leads a team of multidisciplinary professionals in establishing and meeting long-term strategic objectives as well as planning, implementing, and monitoring a range of projects aimed at improving sexual and reproductive health and rights (SRHR). The Director is responsible for strong strategies, annual operational plans, and funding proposals. S/he ensures good stewardship of funding and adherence to Ipas policies and standards.

The Director is the primary Ipas representative in Pakistan and works to maintain Ipas's technical leadership, ensure program impact, and foster strong collaboration with diverse partners. The Director supports the Ipas Network and the Ipas Road Map, a multi-year plan shifting from the traditional international non-governmental organization (NGO) model to a networked organization, with decision-making and leadership shared across the network. The Director is expected to contribute to this transition by actively working to promote equity and inclusion, shared leadership, and non-hierarchical approaches, to foster learning and collaboration across the network and improve organizational effectiveness and efficiency.

Location: Islamabad, Pakistan

Our websites:

<https://www.ipas.org/where-we-work/asia/pakistan/>

<https://www.ipas.org/>

Key Responsibilities

Leadership

- Ensure Ipas's position as a sector leader in SRHR, including abortion access, in Pakistan is enhanced.
- Revise, lead, and monitor the implementation of the country-level strategic plan in line with Ipas's global mission and strategic plan.
- Contribute to Ipas's global mission and success, providing programmatic and organizational leadership in the country and within the global Ipas network.
- Model shared leadership and non-hierarchical practices with team members, ensuring staff have appropriate authority and autonomy to make decisions and perform at the height of their creativity and intelligence.
- Promote a positive work culture for the team based on Ipas's core values.

Program management

- Ensure Ipas Pakistan has strong operational and project management systems and practices, including work planning, budgeting, regular data-driven progress reviews, and problem-solving efforts.

- Promote evidence-based decision-making and lead the adoption of innovative solutions to improve results and efficiency.
- Ensure that Ipas Pakistan programming meets Ipas global standards and adheres to Ipas policies.
- Ensure robust financial and management systems are in place to support the achievement of program results, as well as good stewardship of funding, risk management, and cost efficiencies.
- Ensure compliance with registration, tax, human resource, and other relevant local laws, and ensure compliance with contractual obligations.

External relations and resource mobilization

- Represent Ipas and its mission in Pakistan, including advocacy for women and girls' SRHR.
- Lead in revenue growth, including through developing and implementing a resource mobilization strategy.
- Build and maintain strong partnerships with donors, government agencies, local organizations, academic and educational institutions, media, and other stakeholders.

Position Requirements

Essential skills

- A deep commitment to sexual and reproductive health and rights, especially abortion and contraception.
- Proven ability to lead and motivate teams and create a positive work environment, including through supportive supervision, strong communication, non-hierarchical leadership approaches, and modeling organizational values.
- Demonstrated capacity to successfully advocate for reproductive health and rights, despite challenges and opposition.
- Proven success in project management and stewardship of funds, including project design, work planning, budgeting, monitoring, and problem-solving.
- Proven ability to build positive working relationships with diverse partners, including district/state/national government officials, local organizations, and international donors.
- Professional-level fluency in both Urdu and English (speaking, reading, and writing)

Education and experience

- Master's level degree or higher preferred, in public health, medicine, international development, gender, policy, public administration, or related studies
- Minimum of 10 years of increasing responsibility in team leadership and program management in Pakistan
- Previous senior team leadership experience, preferably in the SRHR sector and/or for an international NGO

Travel and physical requirements

Travel requirements: Significant travel, between 20-30% (domestic and regional/ international)

Physical Demands: Typical office environment. Ability to sit and stand for extended periods of time.

How to Apply

To apply, send your CV/cover letter to rabia@careerpakistan.pk with the title: **Application for Country Director - IPAS**

Please note that we will be shortlisting as we receive applications, so apply as early as possible to avoid disappointment.

If you are interested in the role and have any questions, please do email the above mentioned address.

Closing Date: 7th September, 2023.