



## Senior Manager of Partnership

<i>Job Code</i>	10508
<i>Job Family:</i>	Child Program
<i>Job Sub-Family</i>	Partnership
<i>Level:</i>	M3
<i>Grade</i>	11
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### JOB SUMMARY

This senior manager is a member of the National Management Leadership team and provides leadership for all the direct work with local churches of the National Office/geography as it works to build the vision and capacity of local churches to effectively minister to children and youth. The incumbent collaborates with the National Director and peer managers for alignment and ensuring adequate capacity to support church-facing teams. He/she plays a leadership role in making national decisions related to the design and implementation of the Partnership Management Core Process and the Partnership and Growth Strategy towards high quality programs. The responsibility includes selection, managing, developing and holding accountable Managers of Partnership. This responsibility includes hiring, discipline, and termination, as well as, coaching, performance management, assigning, checking, and approving work to satisfy broad objectives and strategies. The incumbent will ensure completion of department responsibilities, calling on available resources to achieve department objectives, working within approved budget.

### ESSENTIAL JOB FUNCTIONS

- Maintains a personal relationship with Jesus Christ. Is a consistent witness for Jesus Christ, maintains a courteous, Christ-like attitude in dealing with people within and outside of Compassion, and faithfully upholds Compassion's ministry in prayer.
- Acts as an advocate for children - raising the awareness of the needs, neglect, nurture, and potential of children in poverty and challenging and enabling those within one's influence to greater involvement and effectiveness on behalf of children.
- Provides leadership and development to direct reports. Works with staff to foster an environment of professional growth, in alignment with compassion's strategies and objectives. Consult with peer management and senior leaders to successfully align departmental resources and priorities across Compassion.
- Contributes to or prepares and administers the annual budget and departmental expenses, ensuring accountability for on-time completion of deliverables based on department objectives, SLAs, and other Compassion standards, ensuring compliance with regulatory and board policies.
- Selects, manages and develops assigned staff, establishing goals and objectives, coaching and managing performance, including discipline, motivation, and annual reviews; supports continuous learning and development that enhances individual performance and organizational capability.
- Serves as a member of the National Leadership Team and provides leadership to Managers of Partnership, as they work with church-facing teams to implement the Global Outcomes Framework. Further ensures that all church-facing team staff in the country have effectively integrated the global Partnership Effectiveness training and required tools. He/she ensures proper design and implementation of country-defined aspects of program and processes related to the work with the local church. He/she represents Compassion with denominational, governmental and other organizational bodies as delegated by the National Director.
- Collaborates and coordinates with National Leadership team, regional office counterparts, and where appropriate global counterparts to successfully align work with priorities across the National Office and Compassion. Works closely with the National Leadership Team in higher level direction-setting and decision-making applicable across all of the work in the country. Collaborates closely with appropriate staff in Program Support Department in addressing program design issues as well as seeking support for SME and training needs for Partners within the geography.
- Oversees that all church partners in the country implement the Partnership Management core process with special attention given to ongoing monitoring and evaluating of performance metrics. Approves national level-defined changes to the process and/or recommends changes to the global process as appropriate.
- Leads development and implementation of the Partnership and Growth Strategy of the national office. This includes clearly identifying sub-regions in which to grow and phase out clusters within the country, ensuring capacity and direction for effective pre-partnership preparation and selection, and managing overall all growth/reduction of child registrations in a way that enhances the long-term self-sufficiency of the church.
- Ensures that all church partners address all SDS and operational requirements of Compassion's program model with local churches.

## LEVELING CRITERIA

### Level M3

- Is accountable for the performance and results of multiple related teams
- Develops departmental work plans guided by functional and organizational plans, impacts the department results by supporting and funding of projects, products, services and/or technologies
- Decisions are guided by resource availability and organizational objectives
- Full accountability for meeting talent (people) and fiscal (budget) goals for area of responsibility
- Manages multiple related teams, sets departmental priorities and allocates resources to align with organizational objectives and annual plan
- Guided by functional and organizational plans, impacts the department results by supporting and funding of projects, products, services and/or technologies
- Provides leadership to at least two managers and senior level professional staff

## QUALIFICATIONS

### Faith

Has a personal relationship with Jesus Christ.

### Education

Bachelor's Degree in related field.

### Work Experience

N/A N/A

### Licenses and Certifications

### Other

Speak English and the relevant language(s) of the assigned area.

*\*\*\* Equivalent education, training and/or certification may be substituted for experience and education shown above \*\*\**

## WORKING CONDITIONS

<b>Work Environment</b>	Office - Standard Office Environment
<b>Physical Demands</b>	Sitting, standing, and/or walking for up to 8 hours per day
<b>Travel Requirements</b>	May be required to travel up to 25% of normal schedule
<b>Other</b>	Reads English and possesses basic English writing skills. Complete fluency in relevant language(s) of the assigned area.

*Compassion International uses standardized job families and associated job descriptions. As such, not all employees will be responsible for all functions on this document. Employees may perform these and/or other similar type and level of duties depending on the work group and country to which they are assigned.*