

# Team Lead - Support (RCRC Movement MHPSS Hub)

**Deadline:**  
11-03-2026

**Contact Person:**  
Sarah Harrison

**Job Category:**  
Ledelse

**Position Type:**  
Fulldtid

Red Cross Red Crescent Movement MHPSS Hub

Hosted by the Danish Red Cross

Copenhagen, Denmark - Full-time

*Are you an experienced operational support leader with a strong understanding of humanitarian systems, compliance, and team leadership? Do you want to play a central role in enabling high-quality mental health and psychosocial support (MHPSS) across the world's largest humanitarian network?*

*The Red Cross Red Crescent (RCRC) Movement MHPSS Hub is seeking a Team Lead for our Support Team to strengthen and lead on the MHPSS Hub's core support functions, ensuring robust systems, compliance, and coordination in support of its global mandate.*

## About the MHPSS Hub

Building on more than three decades of experience from the IFRC Reference Centre for Psychosocial Support, the RCRC Movement MHPSS Hub was established in 2024 as a Movement-wide entity through a Tripartite Partnership between IFRC, ICRC, and the Danish Red Cross (DRC).

Based in Copenhagen, the MHPSS Hub hosts a diverse team of approximately 18 professionals draw from 13 different nationalities. The MHPSS Hub works to:

- Strengthen Red Cross Red Crescent National Societies', the IFRC and the ICRC's MHPSS capacities through capacity strengthening, technical support, and peer learning
- Shape global policy and practice through tools, guidance, communication, research and humanitarian diplomacy
- Support emergency responses with coordination, innovation, and evidence-informed MHPSS approaches

With a 2025 budget of 25 million DKK (approx. 3.1 million CHF), the MHPSS Hub is dedicated to integrating MHPSS across humanitarian action — within the Movement and beyond.

## About the Role

The Team Lead – Support is a key management role within the MHPSS Hub. Employed by the Danish Red Cross in Copenhagen, the position reports to the Director of the MHPSS Hub and is a member of the MHPSS Hub's Management Group. The Team Lead is responsible for leading and coordinating the MHPSS Hub's core operational and support functions, ensuring effective systems, processes, project management, grant management and standards that enable compliant, high-quality, and timely delivery of the Hub's mandate. The role plays a central part in operationalizing the MHPSS Hub's 2026–2030 Strategy.

## Key Responsibilities

The Team Lead – Support will:

### 1. Strategic and Organizational Support

- Contribute to the development, implementation, and review of the MHPSS Hub's strategy
- Ensure that operational systems and capacities effectively support strategic priorities
- Support organisational development, internal coordination, and inclusive workplace practices

### 2. Operational Management and Compliance

- Ensure strong financial and donor compliance in close coordination with Danish Red Cross systems
- Oversee grant and project management, internal coordination, and reporting
- Lead and continuously strengthen internal MEAL systems
- Oversee data management systems, including Kobo, ensuring data quality and protection
- Ensure consistent application and continuous improvement of operational standards, tools, and processes

### 3. People Management and Team Leadership

- Provide line management and leadership to the Support Team
- Build a cohesive, high-performing, and resilient team with clear roles and priorities
- Support staff development through coaching, feedback, and learning opportunities
- Foster a collaborative, inclusive, and psychologically safe team culture with a focus on staff well-being.

### 4. Coordination and Representation

- Work closely with the Director, Management Group, and colleagues across the MHPSS Hub

to ensure effective prioritization and delivery

- Participate in internal governance and coordination processes, including Steering Committee and Advisory Group meetings as relevant
- Administration of the MHPSS Hub office and serves as the primary point of contact with the Danish Red Cross on financial and administrative matters related to office facilities and lease arrangements.

#### **The Ideal Candidate**

We are looking for a strong operational leader with:

- Several years of experience in operations, grants, compliance, or programme support in humanitarian or development contexts
- Proven experience in team leadership and people management
- Solid understanding of donor compliance, financial management, grant management and project coordination
- Experience with MEAL systems and data management
- Strong organisational, analytical, and problem-solving skills
- An inclusive, collaborative, and supportive leadership style
- Ability to work effectively in complex, multi-cultural environments

Familiarity with the Red Cross Red Crescent Movement is an asset.

Professional fluency in English and Danish is required. The role may involve some international travel.

#### **Why Join Us?**

This is an opportunity to take on a key leadership role in a globally recognised Hub for mental health and psychosocial support. You will help ensure that strong systems, accountability, and coordination enable high-quality MHPSS delivery worldwide.

#### **Employment Details**

- Location: Hejrevej 30, 2400 Copenhagen NV, Denmark
- Start date: As soon as possible or by agreement
- Contract: Open-ended, Danish/ national contract
- Salary and benefits: According to qualifications and Danish Red Cross terms as Team Lead (59.000 - 62.000 DKK/ month)

#### **Recruitment Process**

Applications must be submitted via the Danish Red Cross website (e-mail applications will not be accepted).

- Application deadline: 11 March 2026 @12:00hrs
- Selection process: First round interviews: 17 March 2026 and written assessments as relevant.

More Information:

- Please contact Sarah Harrison: [sahar@rodekors.dk](mailto:sahar@rodekors.dk)