

Country Manager - Iraq Joint Office

Lead a unique humanitarian partnership in Iraq

The Danish Red Cross, German Red Cross and Norwegian Red Cross are seeking an experienced and strategic humanitarian leader to serve as **Country Manager for the Iraq Joint Office** in Baghdad. The Iraq Joint Office was established in April 2026 as a shared platform through which the three National Societies coordinate and strengthen their partnership with the Iraqi Red Crescent Society. The Joint Office represents a commitment to greater collaboration, coherence and effectiveness in supporting humanitarian action by Iraqi Red Crescent Society.

While the employment contract is initially held by Danish Red Cross as part of a rotating management arrangement among the participating National Societies, the Country Manager serves as the senior leader and representative of the Joint Office as a whole.

The role provides strategic leadership across all Joint Office activities and represents the collective engagement of Danish Red Cross, German Red Cross and Norwegian Red Cross in Iraq. Working closely with the IRCS, the Country Manager will ensure that support is coordinated, principled, needs-based and aligned with the priorities across a range of thematic areas.

About the Context

Iraq continues its transition from conflict towards recovery and development while facing significant humanitarian, economic, environmental and governance challenges. More than one million people remain displaced, many returnees continue to face barriers to sustainable reintegration, and climate-related pressures are increasingly affecting vulnerable communities.

Climate change, water scarcity, economic vulnerability, urbanisation and regional instability continue to shape humanitarian needs and development challenges across the country. At the same time, Iraq presents important opportunities to strengthen resilience, local humanitarian leadership and longer-term recovery efforts.

Key Responsibilities

Joint Office Leadership and Governance:

- The Country manager will be line managed by the Steering Committee formed by DRC, GRC and NoRC, while remaining under the Duty of Care and Security management of the contract holder (DRC for the first rotation). The Country manager will be responsible to organize and facilitate those Steering Committee meetings, developing presentations and act as a bridge to bring in expertise from the 3 partners as requested by IRCS.
- Provide overall leadership and strategic direction to the Iraq Joint Office on behalf of Danish Red Cross, German Red Cross and Norwegian Red Cross.
- Maintain a co-operative working relationship with IRCS and provide IRCS with guidance and support in the strategic development process, building and strengthening their capacities, quality assurance, management, reporting and finance.
- Ensure effective implementation of the Joint Office governance framework and agreed collaboration mechanisms.
- Provide monthly updates to the Steering Committee and escalate decisions to this body as needed
- Promote a culture of partnership, transparency, accountability and collective ownership across the participating National Societies.
- Facilitate strategic planning, prioritisation and decision-making processes within the Joint Office.
- Ensure that Joint Office activities align with the priorities and leadership of the IRCS.

Partnership and Representation:

- Serve as the senior representative of the Joint Office towards the Iraqi Red Crescent Society, International Federation of the Red Cross and Red Crescent Societies, International Committee of the Red Cross, government authorities, donors and external partners.
- Maintain and strengthen strategic relationships across the humanitarian and development sector.
- Promote the visibility, credibility and influence of the Joint Office and its partners.
- Support Movement coordination and strengthen cooperation among Red Cross Red Crescent

actors in Iraq.

Programme Leadership:

- Provide strategic oversight of the Joint Office portfolio and ensure programme quality, relevance and impact.
- Support innovation, learning and adaptive programming.
- Ensure effective monitoring, reporting, accountability and compliance across all programmes.
- Strengthen approaches that contribute to resilience, recovery and locally led humanitarian action.

People Leadership:

- Lead, support and develop a high-performing and diverse team.
- Foster an inclusive, respectful and collaborative organisational culture.
- Ensure effective performance management, staff development and succession planning.
- Promote staff wellbeing, safeguarding and duty of care.

Financial and Operational Management:

- Ensure sound financial management, compliance and risk management.
- Oversee budget planning, resource allocation and donor accountability.
- Ensure efficient and effective operational support systems.
- Support resource mobilisation and the development of strategic funding opportunities.

Security and Risk Management:

- Maintain oversight of security management and organisational risk.
- Ensure that staff safety and security considerations are integrated into operational planning and decision-making.
- Support preparedness, contingency planning and emergency response capacity.

About You

You are a collaborative and politically astute humanitarian leader with a strong track record of managing complex partnerships and programmes in challenging environments.

You combine strategic vision with strong operational management skills and have the ability to unite diverse stakeholders around a common purpose.

Required Experience and Qualifications

- Relevant university degree in international development, humanitarian action, public health, social sciences, management or a related field.
- Minimum 8 years of progressively responsible experience in humanitarian and/or development programming.
- Significant leadership experience in complex international settings.
- Proven experience managing partnerships, programmes, budgets and teams.
- Experience working with institutional donors and donor compliance requirements.
- Demonstrated ability to represent organisations externally and engage effectively with senior stakeholders.
- Experience supporting organisational development and capacity strengthening.
- Strong financial management and strategic planning skills.
- Excellent written and spoken English.

Desirable Experience and Skills

- Previous experience in the Middle East and North Africa region.
- Previous experience working with the Red Cross Red Crescent Movement.
- Experience in health & PSS, DRM, cash-based-assistance, climate adaptation.
- Arabic language skills.
- Hostile Environment Awareness Training (HEAT) or equivalent.

You will become part of the World's largest humanitarian organization

The Red Cross Red Crescent Movement is the world's largest humanitarian organization. We help

people on both sides of a conflict and in the remotest corners of the world, regardless of their religion, race or political views. The Red Cross is always there. We save lives every day, and we equip people with the tools they need to get through crises and disasters. We are part of your local community no matter where you live. With your help, we can be wherever we are needed, always. We are passionate about what we do - and we are proud of our job!

We offer a meaningful work at a purpose-driven workplace with truly engaged colleagues. We focus on professional challenges, well-being and a flexible organizing of your work life. All of us contribute to a great work environment and collegueship.

Application, conditions, and further information

This is a 15 months contract position ending 31st December 2027, with a 3-month probationary period and possibility for an extension. The ideal starting date is 1st of October, 2026.

The duty station is Baghdad, Iraq. Currently, this is a non-family duty station with a paid 7-day Rest & Recuperation break permitted after every 6 weeks in-country. The classification of duty stations is revised yearly and is subject for change. Travelling to programme areas within Iraq is possible to the extent that the security situation permits (in accordance with ICRC security regulations).

Frequent travel nationally and internationally is to be expected.

We look forward to receiving your application and CV no later than 15th July 2026, 21:59 CEST. Application and CV in English are accepted only through our online recruitment system at www.rodekors.dk/job. Applications sent by email will not be accepted.

Please refer to the attached [Terms & Conditions](#) for information about conditions, entitlements and contractual obligations. In case you have any questions or might need more information please see further [Job Description](#) or contact the DRC Regional HR Partner, Johnny Hesselholt, johes@rodekors.dk.

We look forward to hearing from you!