

# Head of Programmes

**Are you ready to lead impactful humanitarian and development programmes in one of the world's most challenging contexts? Danish Red Cross invites you to be part of a unique journey unlike most other as our Head of Programmes in Ukraine**

Danish Red Cross (DRC) has been present in Ukraine since 2014 and continues to support the Ukrainian Red Cross Society (URCS) in responding to both immediate humanitarian needs while contributing to longer-term recovery and resilience. This support is developed in close partnership with URCS and aligned with its strategic priorities, as well as with the broader Movement and donor frameworks.

The Head of Programmes leads the strategic direction, development, and oversight of DRC's programme portfolio in Ukraine, ensuring that support is relevant, coherent, and aligned with URCS' Strategy 2026–2030, while contributing to a strengthened and more locally led humanitarian response.

The role is central in shaping and maintaining a clear programme framework that moves beyond individual projects, ensuring coherence across sectors, partners, and funding streams. The Head of Programmes translates strategic priorities into operational direction, guiding programme design, implementation, and adaptation in a complex and evolving context.

The Head of Programmes directly line manages a total of 10 national and international programme management and technical people across Kyiv and regional offices, fostering a collaborative and well-functioning programme structure that supports cross-sector coordination and effective delivery. The Head of Programmes is part of the management team in the DRC Ukraine Country Office.

## **Key responsibilities:**

### **Partnership with and Strategic Engagement with URCS (25%)**

- Ensure strong engagement with URCS across programmes and support joint programme development in close collaboration with the DRC partnership team.
- Support the continued strengthening of the partnership, including contributing to institutional and programmatic sparring within URCS as part of continuous strengthening of the locally led response.
- Ensure that DRC partnership, programs and projects will be re-thought in 2026 and be adapted as best as possible to the new program structure within the URCS 2026-2030 strategy.

### **Strategic Planning, Programme Development and Delivery (30%)**

- Provide leadership to the programmes function, ensuring that programme priorities, plans, and approaches contribute to the objectives of URCS' One Plan, Strategy 2026–2030, and DRC priorities.
- Lead programmatic strategic planning processes, including annual planning and review cycles, ensuring coherence across sectors, regions, and partners.
- Translate strategic direction into clear programme frameworks and operational plans, guiding programme design and implementation in a complex and evolving context.

### **Programme reviews, Monitoring, evaluation, Programme Learning and Reporting (15%)**

- Work in close partnership with URCS to ensure the quality and relevance of programmes developed and delivered.
- Ensure programme quality and accountability across the portfolio, in close collaboration with URCS and relevant support functions, including PMEAL, Finance, and the Partnership team.
- Ensure that monitoring, evaluation, and learning processes led by PMEAL are effectively integrated into programme implementation and used jointly with URCS to inform decision-making and programme adaptation.

### **Team Leadership and Localisation (20%)**

- Line manage programme management and technical teams across Kyiv and regions, ensuring a collaborative, accountable, and well-functioning programme structure.
- Support recruitment, onboarding, and ongoing development of programme staff, fostering a culture of learning and continuous improvement.
- Drive localisation within programmes, including transfer of responsibilities to URCS and strengthening of national capacities.

### **New business development (10%)**

- Support the Country Manager and partnership team in donor engagement, proposal development, and resource mobilisation.
- Contribute to identifying and shaping new programme opportunities aligned with URCS' strategic direction.
- Engage with external stakeholders as relevant to support programme implementation and partnerships.

### **We believe that you fit this position, if**

- Proven operational management experience and capability, including in conflict areas.
- Strong understanding of localization agenda as well as partnership approaches and tools
- At least 5-7 years' management experience in relevant field
- Solid experience in project development and management with a local implementing partner; including ability to lead on assessments, design, implementation, monitoring; with good skills in donor reporting, accountability, and compliance
- Strong understanding and expertise in seeing opportunities and developing programmes.
- Excellent coordination, communication, organizational and planning skills
- Strong capacity building, facilitation, and presentation skills with the ability develop strong interpersonal relationships to facilitate communication and support
- Mentally robust to work under pressure in a changing context to be able to adapt to the circumstances.

Full professional proficiency in English is mandatory, knowledge of Danish is an advantage

### **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!

International Department in the Danish Red Cross supports vulnerable people in Africa, Asia, Europe and the Middle East, in close cooperation with Red Cross and Red Crescent Societies in more than 30 countries, and have an annual turnover of more than 750 million Danish kroner annually. We work specifically on building preparedness and response capacity. DRC works both with long term activities and short-term response particular within health, disaster preparedness and response.

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**

We look forward to receiving your application and CV no later than 11th of May 2026. Application and CV in English are accepted only through our online recruitment system.

Interviews will take place online during the time from 12th to 22nd May 2026. Second interviews at the end of May, with an expected date of commencement ideally no later than 1st July 2026. The length of the contract will be till 30th June 2028 (with possibility of extension). This position requires travel within Ukraine, including to Mykolaiv and Kharkiv in the East.

The contract will be administered in accordance with the Danish Red Cross [Terms & Conditions](#) for Delegates. Ukraine currently is eligible for R&R with the current situation.

In case you have any questions or might need more information please see the [Job Description](#) or contact Country Manager Jakob Harbo [jahar@rodekors.dk](mailto:jahar@rodekors.dk)

We look forward hearing from you!