

Programme Coordinator

Do you have strong programme management experience from complex humanitarian contexts and a passion for working through local partners? Are you motivated by supporting resilience, emergency response, and organisational development in one of the world's most challenging environments? Danish Red Cross (DRC) is looking for a Programme Coordinator to join our team in Afghanistan.

About the role

The Danish Red Cross (DRC), an auxiliary organization to the public authorities in Denmark, engages internationally supporting other sister National Societies in their humanitarian efforts and contributing to the Red Cross Red Crescent (RCRC) Movement's collective crisis response. We are a trusted and responsive partner, providing flexible support guided by local leadership of National Societies and grounded in shared goals and values.

Through our longstanding partnership engagement, DRC supports the auxiliary role of partners in contexts marked by fragility and humanitarian needs. DRC has been present with a Country Office in Afghanistan since 2021 but stands on a longstanding partnership engagement with the Afghan Red Crescent (ARCS) for over a decade. Our efforts in Afghanistan are identified and planned jointly with ARCS and other Movement partners, based on ARCS strategic plans and established priorities. DRC's overarching goal is to support the ARCS in addressing the basic needs and building the resilience of vulnerable people in Afghanistan in a manner that also contributes to the broader, longer-term transition to peace and development.

Our approach to working in Afghanistan is based on our International Strategy 2027-2030 - Connected in Action - that reflects the commitment of the DRC in its international engagement to support people and communities in need by strengthening local leadership and locally led humanitarian action and contributing to the collective transformation of the Movement. DRC's strategic rollout of its international engagement stands on the DRC Local Leadership Strategy, a key document articulating the ambition level for DRC's contribution to enhanced localization.

As Programme Coordinator, you will provide strategic and operational leadership of DRC's programme portfolio in Afghanistan. You will work closely with ARCS, Movement partners, and DRC Headquarters to ensure high-quality programme design, implementation, monitoring, learning, reporting, and resource mobilisation. You will also lead and support a multidisciplinary programme team based in Kabul.

The position is based in Kabul with extensive travel to programme locations across Afghanistan and reports to the Country Manager.

Your key responsibilities

Programme leadership and development

- Lead the strategic planning of the country programme in close collaboration with the Country Manager, ensuring programme priorities are aligned with the National Society's strategy, Movement priorities, and evolving humanitarian needs.
- Provide strategic leadership for programme quality and performance by embedding Programme and Project Cycle Management (PMER) standards across the portfolio, ensuring evidence-based planning, adaptive management, accountability, learning, and measurable impact.
- Strengthen organisational programme capacity by coaching and mentoring programme staff, fostering a high-performing team culture, and promoting continuous learning, innovation, and leadership development.
- Drive resource mobilization and strategic partnerships by identifying funding opportunities, shaping high-quality programme concepts and proposals, and cultivating engagement with donors, Movement partners, and other key stakeholders to support sustainable programme growth.
- Lead and coordinate supporting ARCS in development of high-quality project proposals, concept notes, and budgets in collaboration with technical teams, ARCS, and Headquarters, ensuring alignment with DRC strategic priorities and donor requirements.
- Ensure Programmes are implemented in partnership with ARCS in an effective, efficient, and accountable manner, meeting technical quality standards, demonstrating measurable results, and ensuring value for money.
- Maintain strong coordination and engagement with relevant ARCS counterparts to ensure timely and compliant implementation of Programmes in line with plans, budgets, and donor

requirements, including coordination with all relevant ARCS Departments.

Partnership and capacity strengthening

- While providing strategic leadership across all programme's thematic areas, support as the technical lead for the Protection and MHPSS portfolio, strengthening the DRC's portfolio thought leadership, and strategic positioning in close collaboration with Headquarters and Movement partners.
- Guide and support the ARCS and relevant stakeholders in assessing humanitarian needs, defining strategic programme priorities, and identifying protection technical assistance and organisational capacity development requirements that enhance institutional resilience and service delivery.
- Champion the institutional integration of cross-cutting priorities—including Protection, Gender and Inclusion (PGI), Mental Health and Psychosocial Support (MHPSS), Community Engagement and Accountability (CEA), safeguarding, and conflict-sensitive programming—ensuring these principles are systematically embedded across programme design, implementation, monitoring, and learning.

Financial and operational oversight

- Oversee programme budgets and monitor financial performance.
- Ensure compliance with DRC financial procedures and donor requirements.
- Support forecasting, budget revisions, and financial reporting processes.

Representation and coordination

- Build and maintain strong partnerships with ARCS, Movement partners, donors, authorities, and relevant stakeholders.
- Represent DRC in relevant coordination forums when delegated.

About you

We are looking for a collaborative and strategic programme leader who combines strong technical skills with excellent partnership-building abilities.

You bring:

- Proven Programme management experience and capability, including complex, fragile settings with strong protection and MHPSS technical experience
- Master's degree in political science, international development, economics, business management or another relevant field.
- At least 5-7 years' management experience in relevant field with at least 3 years of international experience
- Solid experience in Programme leadership
- Monitoring; with good skills in donor reporting, accountability, and compliance.
- Excellent coordination, communication, organizational and planning skills.
- Strong understanding of localization agenda as well as partnership approaches and tools
- Preferably to have MHPSS/ protection working experience
- Commitment and ability to integrate gender, protection conflict sensitivity and accountability into Programming

We offer

- A unique opportunity to contribute to humanitarian and resilience-building efforts in Afghanistan.
- A significant programme leadership role within Danish Red Cross' international operations.
- Close collaboration with the Afghan Red Crescent Society and Red Cross Red Crescent Movement partners.
- A dynamic and international working environment with dedicated colleagues committed to

humanitarian action

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 24 months contract position with a 3-month probationary period and possibility for an extension. The ideal starting date is 1st of October, 2026.

The duty station is Kabul, Afghanistan. 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 Afghanistan is possible to the extent that the security situation permits (in accordance with ICRC security regulations).

We look forward to receiving your application and CV no later than 19th July 2026, 23:59 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!