DanChurchAid (DCA) is looking for a Country Director for Mali

Do you have what it takes to lead a dynamic team of humanitarian and mine action professionals, addressing urgent needs in one of the most challenging regions of the world? This is your chance to make a lasting impact in Mali.

About the Role

As Country Director, you will lead DCA's established programme in Mali, guiding its strategic direction and ensuring high-quality, accountable implementation. You will lead approximately 40 national and 2 international staff, prioritising staff wellbeing and a supportive working environment. Working closely with national partners, you will guide a programme combining humanitarian response, protection, mine action and resilient livelihoods.

Key responsibilities include:

- Supporting staff welfare and creating an enabling work environment.
- Nurturing relationships with national authorities, donors, and other stakeholders, including humanitarian coordinator actors, and international NGOs in Mali.
- Ensuring effective and proactive security management in a volatile and insecure context.
- Identifying fundraising opportunities to sustain and grow the programme.

You will be based in Bamako, with regular travel to DCA sub-offices and the field as security allows.

The DCA Mali Country Programme

DCA has been implementing humanitarian response activities in Mali since 2013, working at the nexus of:

- Risk Education on Explosive devices (Mines and Explosive Remnants of War)
- Victim assistance, and protection mainstreaming
- Emergency response (RRM) and cash-based programming
- Livelihoods and food security to enhance economic resilience
- Conflict prevention and peacebuilding

DCA supports and empowers local civil society networks to represent their communities effectively, address safety concerns, and engage with local authorities. You will lead this programme as it continues to build on its strong reputation.

Key Responsibilities

Your leadership will encompass:

Leadership and Strategy

- Lead the development and implementation of DCA's Mali strategy, ensuring a relevant, high-quality and financially sustainable programme.
- Identify opportunities to strengthen DCA's programme in Mali.

Programme Quality Assurance and Security Management

- Ensure relevance, effectiveness, and compliance with DCA's SOPs and policies.
- Maintain a strong focus on security management through regular monitoring and analysis and engagement with relevant platforms (ex. INSO).
- Ensure the quality of DCA programming through engagement with donors and , and stakeholder,and through engagement in development, and reviews/approval of proposalsand donor reporting.
- Engage with operations to ensure strong financial and administrative systems and procedures to facilitate strategy and program implementation while minimizing risks.

Team Leadership

•Leading and mentoring a team of dedicated international and national staff.
•Creating a positive and productive working atmosphere in a hardship environment.

Stakeholder Engagement

•Representing DCA to local authorities, international and national humanitarian stakeholders, and local communities.
•External representation in humanitarian coordination fora, including HCT, Cluster coordination, and the international NGO coordination body (FONGIM)
•External representation and regular engagement with current and prospective donors
•Maintaining constructive dialogue with relevant units and technical advisors at HQ.

Your Profile

We are looking for a leader with:

•Minimum 5 years' leadership experience in humanitarian assistance and/or mine action.
•Strong programme implementation skills and expertise in financial, administrative, security, logistics, and operational management.
•Proven experience in safety and security management in volatile contexts.
•Demonstrated success in fundraising, networking, and donor liaison.
•Strong ability to mentor and develop staff while fostering a positive team environment.
•Cultural sensitivity, maturity, and excellent communication skills.
•Fluency in written and spoken French and English.
•A relevant academic qualification.
•Previous experience in Mali or the region (preferred).

What We Offer

•A two-year renewable contract
•A competitive salary package, including hardship allowance, to be negotiated based on experience level
•A generous R&R package
•6 weeks of paid leave
•Insurance as per industry standards
•An opportunity to make a difference and improve the lives of people living in conflict

Application Process

DCA is committed to diversity and inclusion. We warmly welcome applications from qualified individuals regardless of age, gender, ethnicity, religion, or background.

Please note the following requirements:

•Only applications written in English consisting as a minimum of a motivation letter and a CV in will be considered and only short-listed candidates will be contacted.
•Please note that only applications submitted through our recruitment system will be considered: https://www.danchurchaid.org/join-us/jobs/international-vacancies.
•Everyone applying for a job with DCA must be ready to comply with our Staff Policy on Prevention of Sexual Exploitation, Abuse and Harassment and our Child Safeguarding policy.
•DCA conducts an anti-terror check as part of the recruitment process. It is a prerequisite that you can pass this check and maintain this status throughout your employment with us.

Closing date: for applications is 27 November 2026
Interviews: are expected to be held first week of December.
For further information please visit our website, http://www.danchurchaid.org or contact Roger Fasth on rofa@dca.dk.

DCA reserves the right to select a candidate prior to the closing date.