

Country Coordinator for Nigeria

Based in Abuja, Nigeria

(Reference: 24|NGA|CC01)

What is IMPACT Initiatives?

OUR AIM: IMPACT aims to shape practices and influence policies in humanitarian and development settings, in order to positively impact the lives of people and their communities.

Created in 2010, IMPACT is a Geneva-based NGO and the largest independent data provider in contexts of crisis. We aim to support a range of stakeholders in making better, more informed decisions in humanitarian, stabilisation, and development settings. We believe that a key pathway to better planning and decision-making is direct engagement with local communities.

How do we work?

IMPACT takes an initiative-based approach to structuring our programming. Each initiative has a specific aim, operational model, and portfolio of solutions.

REACH strengthens evidence-based humanitarian decision-making through efficient data collection, management, and analysis - before, during, and after an emergency.

PANDA improves the impact of humanitarian and development interventions through programme design, assessments, and monitoring & evaluation.

AGORA promotes localised and multi-sectoral aid action in support of the recovery and stabilisation of crisis-affected communities, in partnership with local stakeholders

Through our global team of research specialists, on average IMPACT publishes more than 1,700 information products on a yearly basis.

In 2010, IMPACT was launched at the initiative of ACTED, an international NGO whose headquarters are based in Paris and is present in thirty countries. The two organizations have a strong complementarity formalized in a global partnership, which particularly allows IMPACT to benefit from ACTED's operational support in its fields of intervention.

We are currently looking for a Country Coordinator to lead our Nigeria mission, based in Abuja.

Position	Country Coordinator
Contract duration	12 months (pending funding confirmation)
Location	Abuja, Nigeria (with occasional stays in Dakar, Senegal)
Starting Date	15 April 2025
Application Deadline	21 st March

COUNTRY PROFILE

Nigeria is confronted by multiple security challenges. The Insurgency of The Islamic State of West Africa Province (ISWAP) and Jamā'at Ahl as-Sunnah lid-Da'wah wa'l-Jihād (JAS) – more popularly known as Boko Haram – has entered its twelfth year and has spawned a humanitarian crisis rendering sections of Borno, Adamawa, and Yobe state inaccessible, limiting affected population's access to basic infrastructure and services, and displacing millions. In the Norhtwest, banditry has emerged as a key challenge, becoming more sanguinary with every year. The high levels of crime and increased use of violence and kidnappings have led parents and authorities to pull millions of students out of school. The spotlight remains on the Northeast yet needs – both humanitarian and developmental – are rising in the Northwest, long-running discontent and militancy prevails in the Niger Delta, discontent is increasing between herders and farming communities spreading from the central belt southwards, and separatist Biafra agitations in the Igbo Southeast simmer on.

Against this backdrop, IMPACT Initiatives has developed a wide range of research cycles to provide an evidence-base for the humanitarian community. Historically, IMPACT Initiatives has been present in both the Northeast and Northwest of Nigeria. Thematically, across 2021 – 2023 IMPACT Initiatives fielded [Multi-Sectoral Needs Assessments](#) (MSNAs), [Hard to Reach](#) (H2R) assessments, [Area Based Assessments](#) (ABA), [Rapid Overviews of Areas of Return](#) (ROAR), [Thematic Assessments](#) (TA), [Rapid Assessments](#) (RA), and [WASH Infrastructure Mapping](#), while also playing a key role in Famine Monitoring, Nutrition and Food Security Surveillance, and the Joint Market Monitoring Initiative (JMMI).

FUNCTIONS

Under the management of IMPACT's Regional Coordinator in Geneva, the CC is responsible for representing IMPACT and managing and developing IMPACT's programs in Nigeria. At present IMPACT programmes comprise an FCDO-funded TPM project, where IMPACT serves in a Consortium with CLEAR Global and FACT Foundation. The CC will serve as the Consortium Assessment Manager, devoting 50% of his or her time to the management of the project, while devoting 50% on stakeholder engagement and fundraising within the wider response. The CC is furthermore in regular contact with HQ, ensuring that organizational risks are promptly and clearly communicated to the ED, the Director of Country Programs and Operations, and other relevant HQ Senior Management. She/he will promote organizational vision and core values across the mission and will actively link with HQ to contribute to the implementation of IMPACT's global strategies.

RESPONSIBILITIES

The Country Coordinator responsibilities include the following:

I. Strategic Leadership

- a. Develop and execute an up-to-date Country Strategy aligned with IMPACT's global objectives and Afghanistan's humanitarian landscape.
- b. Identify strategic opportunities, consolidate ongoing initiatives, and explore new program areas to enhance IMPACT's value to the aid community.

II. Program and Project Management

- a. Oversee program planning, implementation, and evaluation, ensuring all projects meet objectives, timelines, and compliance standards.
- b. Facilitate coordination between IMPACT and partner organizations to achieve efficient project delivery and impact.

III. Fundraising and Donor Engagement

- a. Identify and secure funding opportunities in collaboration with HQ and Acted.
- b. Lead proposal development and negotiate contracts with donors, ensuring alignment with strategic priorities.

IV. Finance and Budget Oversight

- a. Manage project budgets and forecast expenses, ensuring accurate and timely financial reporting to HQ and Acted.
- b. Mitigate financial risks and ensure optimal budget utilization.

V. Human Resources and Team Leadership

- a. Guide and develop the IMPACT team, ensuring performance standards, capacity building, and adherence to IMPACT and Acted's policies.
- b. Coordinate with HQ and Acted for transparent recruitment and career management of staff.

VI. External Representation and Coordination

- a. Establish and maintain productive relationships with donors, UN agencies, NGOs, and other stakeholders, representing IMPACT's programs and strategic interests.

- b. Ensure proactive contribution to key humanitarian decision-making forums and promote IMPACT's program visibility.

VII. Data Protection and Accountability

- a. Uphold strict confidentiality of all data collected and engage with communities respectfully, ensuring awareness of program objectives and methods.

REQUIREMENTS

Academic: Excellent academic qualifications, including a Master's degree in a relevant discipline (International Relations, Political Sciences, Social Research, Economics, Development Studies, or similar)

Management experience: Previous experience in a senior management role in an INGO at field level. Proven track record in successful management of international and national teams in humanitarian contexts

Familiarity aid system: Familiarity with the aid system, and the research community.

Communication/reporting skills: Excellent communication and drafting skills for effective reporting, including proven experience in contributing to high level presentations/briefings.

Years of work experience: At least 5 years of relevant working experience or proven progression within IMPACT.

Research skills: Excellent research and analytical skills an asset. Experience in assessments. M&E, field research, evaluations an asset.

Software skills: Proven knowledge of the Microsoft Office Suite, to include Word, Excel, and PowerPoint. Familiarity with R, SPSS and/or STATA or other statistical analysis software an asset.

Multi-tasking skills: Ability to multitask with tight deadlines, on numerous research cycles in complex environment.

Level of independence: A self-starter with a proven ability to work independently.

Cross-cultural work environment: Ability to operate in a cross-cultural environment requiring flexibility.

Experience in geographical region: Past experience in Sub-Saharan Africa is desirable.

Language skills: Fluency in English required.

Security environment: Ability to operate in a complex and challenging security environment.

COMPENSATION AND BENEFITS

- For this position, salary between 3'060CHF and 3'120CHF monthly (before income tax), etc as well as a monthly living allowance of 500 USD
 - *NB - IMPACT salaries are strictly determined by our salary grid depending on the grade of the position and the level of education of staff. A location-dependent security and/or isolation adjustment is then applied as a recognition that some staff are required to work in difficult places where living and working conditions are much more difficult than elsewhere.*
- Accommodation and food provided in a guesthouse.
- Enrolment in Swiss private pension fund (Swisslife – approx. 9.975% of staff gross salary), health insurance, life insurance and repatriation assistance
- Flight tickets every 6 months & visa fees covered (in-country travel costs and professional expenses are fully covered)
- Contribution to the luggage transportation: between 20 and 100 kgs, depending on the length of the contract (+ luggage and personal property insurance)
- Annual leave of 36 days per year. Public holidays of the country of assignment. Family/compassionate leave when applicable.
- Predeparture induction - 3 days at IMPACT Initiatives's HQ in Geneva + one week pre-departure training in ACTED HQ in Paris, including a 4-days in situ security training;
- Enrolment in IMPACT Initiatives Research Foundational Learning Programme within the first 3 months from the start of contract.
- IMPACT prioritizes the psychological safety of its staff and the health insurance provided covers, among others, up to 1000 € per year of psychosocial counselling fees.