

Terms of Reference: Country Director Market Development Facility (MDF)

Position Title: Country Director (1 position available)

Location: Sri Lanka

Duration: Full-time position

Reports to: Team Leader

Market Development Facility (MDF) is an Australian and New Zealand Government-funded multi-country initiative which promotes sustainable economic development, through higher incomes for women and men, in our partner countries. We connect individuals, businesses, governments and NGOs with each other, and with markets at home and abroad. This enhances investment and coordination and allows partnerships to flourish, strengthening inclusive economic growth.

MDF is funded by the Australian Department of Foreign Affairs (DFAT) and the New Zealand Ministry of Foreign Affairs and Trade (MFAT). It is implemented by Palladium in partnership with Swisscontact.

In Sri Lanka, MDF's focus is on diversifying tourism with new products and services and supporting authentic Sri Lankan products which promote the country.

MDF has an upcoming vacancy for the Country Director of MDF's Sri Lanka program and is seeking applications from qualified and highly motivated candidates.

Reporting to the MDF Team Leader, the Country Director will be responsible for the day-to-day management and technical oversight of the program including all aspects of country portfolio performance and operations. The Country Director is the primary liaison between the country team, the Australian Government Department of Foreign Affairs and Trade (DFAT) Post and the New Zealand Ministry of Foreign Affairs and Trade (MFAT) Post. Country Directors are also expected to be active members of MDF's Core Leadership Team (CLT), contributing to facility policies and implementation approaches.

The ideal candidate will have a market systems development (MSD) background and experience managing teams of MSD practitioners. The Country Director will provide strategic leadership and mentorship to the MDF Sri Lanka team which possesses diverse skills, strong networks, and market intelligence. The successful candidate will be a highly-motivated independent thinker with strong leadership skills and a desire to make a difference.

Responsibilities

Technical

- Manage a portfolio of MSD interventions to generate pro-poor growth.

- Through leadership and active mentoring, develop the country team to:
 - understand the implementation of the MSD approach,
 - analyse market systems and identify constraints and opportunities to unlock pro-poor growth,
 - engage with private and public sector partners to trigger innovative business practices to reduce constraints to pro-poor growth,
 - negotiate high-quality private-sector partnerships.
- Formulate strategies and ensure that all interventions and other country team activities align with these strategies.
- Ensure that the Facility's results measurement system is fully utilised by the country team as a decision-making tool
- Foster a culture of continuous learning and honest inquiry, including through cross-country knowledge sharing.
- Ensure the effective integration of cross-cutting themes such as climate change, gender, disability and environmentally and socially responsible business.
- Contribute to MDF's annual plans, annual reports, and other reports as required.
- Other duties, as required, which may include short-term support to country teams in other MDF countries.

Operational

- Day to day management of a team of local and international staff, including security, recruitment, procurement, financial management and budgeting, ensuring compliance with local laws, and adhering to Palladium, DFAT and MFAT policies and procedures.
- Ensure all day-to-day activities including partnership selection processes are compliant with local laws, Palladium, DFAT and MFAT policies, and align with relevant Australian Commonwealth policies and procedures.
- Ensure that operational activities are undertaken cost-effectively, making the best use of facility resources.

Representation

- Serve as a representative of the Market Development Facility in-country and as directed by the CLT, maintain relations with the DFAT Post, MFAT Post and relevant development partners and programs.

Requirements

- Demonstrated leadership experience in the field of international development, preferably leading MSD projects.
- Knowledge of MSD approach and experience applying it across regions and sectors.
- Proven ability to identify, recruit, coach, mentor and lead a team of high performing staff.
- Proven ability to undertake economic, market, political economy, and other analysis, and help staff translate the findings into high-quality interventions.

- Significant experience in program administration, contracting, HR and financial management.
- Strong interpersonal skills with a demonstrated capacity to constructively engage with the private and public sector, development partners, other development programs, and other stakeholders.
- Willingness to travel nationally and internationally on a semi-regular basis.
- Postgraduate qualifications in economics, business, agriculture or other relevant fields.