



GOAL-HAITI
Description de poste

Job Title	Program Director
Grade / Level	9
Job Location	Pétion-Ville, Haiti with 40% travel to all field sites in the Country and occasionally in the LAC region.
Start Date	ASAP
Contract duration	Undetermined
Reports to	Country Director

GENERAL DESCRIPTION OF THE PROGRAMME

GOAL is an international humanitarian agency established in 1977 and currently operational in 13 countries world-wide. GOAL has an annual budget of approximately €130m and is supported by a range of donors including the Irish Government, UK Government, US Department of State and the European Union.

Present in Haiti since the 2010 earthquake, GOAL initially focused its efforts in the West Department, providing food assistance, temporary shelters, and emergency cash support. Over time, programming evolved into an integrated community development approach, centered on strong local engagement and a vision of transition from crisis to resilience.

GOAL implements a broad range of humanitarian and development programs, with a strong focus on systems strengthening, partnerships, resilience, and inclusivity. GOAL's programming is structured around five core areas: emergency preparedness and response; resilient health (including nutrition and WASH); food and nutrition security (FNS); sustainable livelihoods; and urban resilience.

GOAL's current operational footprint includes a country office in Pétion-Ville and field offices in Carrefour and Jérémie.

GENERAL DESCRIPTION OF THE ROLE

The Programme Director (PD) provides overall leadership, strategic direction, and oversight of GOAL Haiti's programme portfolio. The PD is a member of the CMT and oversees programme quality, on time and on budget, across the full range of GOAL programmatic areas business development consistent with organizational priorities, partnerships, localisation, learning and donor engagement. The PD has responsibility for line-managing the PMs, as well as the Grants – Communication & Programme support manager and M&E Manager. Together with his/her direct reports, the PD will also ensure that both high-quality formal reporting and proactive informal engagement with donors is maintained

RESPONSIBILITIES

- **PROGRAMME OVERSIGHT, QUALITY & DELIVERY (50%):**

Provide leadership and oversight across all programmes; ensure quality delivery, compliance, risk management, integration, MEAL, partner support and field monitoring. The PD will provide leadership in the design and delivery of GOAL Haiti programmes. Understanding the needs, challenges and priorities of the current programme as well as understanding the next steps for the programme at a community level are key responsibilities. The PD will ensure that program implementation reflects best practice and is consistent with internal GOAL strategies and procedures. S/he will establish appropriate forums for information exchange across and between programme sectors, and effective grant and programme planning and management.



- **MONITORING AND EVALUATION:** Oversee donor and internal reporting. Support the development of appropriate M&E and programme management tools and systems. Develop internal mechanisms for institutional learning and memory. Improve the quality of services provided, through support, supervision of key staff, analysis/ dissemination of M&E data and lessons learnt, and review of GOAL and other best practice guidelines;
- **GRANT MANAGEMENT, FINANCIAL MANAGEMENT, ACCOUNTABILITY, RISK AND COMPLIANCE:** Monitor grant performance, expenditure, and delivery against targets. Assist with the financial management of programme budgets with the assistance of the FC/ACD-S. Carry out detailed reviews of monthly management accounts and donor status reports with the senior staff. Ensure and support Programme Leads (budget holders) to complete regular budget reviews and forecasts and have the information required for accurate budget management and planning. Assist where required with in-country donor financial audits and compliance review.
- **REPORTING:** Assist Grants – Communication & Programme support manager and Programme Leads in all aspects of GOAL Haiti reporting to HQ and donors. Oversee the production and submission of interim and final donor reports. Input into these documents will originate from the programme teams and will include contributions made by the Financial Controller (FC) and CD.
- **STRATEGIC PROGRAMME DESIGN, PLANNING AND NEW PROGRAMME DEVELOPMENT:** Contribute to new proposal development from a programme perspective with assistance from the Program Design & Strategic Partnerships Manager
- **TEAM LEADERSHIP, MANAGEMENT & STAFF DEVELOPMENT:** Lead, coach and develop teams; oversee recruitment, performance management and staff capacity strengthening. Direct line management of Programme Leads, Meal manager and Grants – communication and programme support manager and overall responsible for management of GOAL's programme staff, working with Line Managers and HR to ensure that all staff have relevant objectives, job description and that performance reviews take place.
- **CONTRIBUTION TO STRATEGIC COUNTRY LEVEL PROCESSES:** Contribute to SMT processes, risk management, safeguarding and security compliance.
- **SAFETY/ ACCESS/ RISK MANAGEMENT:** Work with the CD and Security Focal Point to ensure the safety and security of all GOAL field staff at all times
- **REPRESENTATION, DONOR ENGAGEMENT AND NETWORKING:** Delegate for the CD in liaison with Government, partners, clusters, regional and local authorities; donors; local agencies etc. at all levels of project implementation as required.
- **MEDIA/PR/VISIBILITY:** Support the CD in the development of publicity materials, including project and programme brochures, case studies and press releases. Other tasks as requested by CD

Education

- Master's degree in international development, Public Administration, Project Management, Agriculture, Social Sciences, Economics, Humanitarian Studies, or a related field.

Experience / Essential

REQUIREMENTS:

Relevant third level qualification ·

- Minimum of 7 years management experience in humanitarian assistance/development programmes, at least 5 years of which must be at senior management level.
- Experience of managing teams of people



- Experience of liaising with donors, partners and other agencies, contractors, suppliers, and government officials.
- Strong writing skills and ability to write quality donor proposals and reports.
- Proven experience managing large multi-sector programs.
- Experience managing institutional donor grants.
- Experience in proposal development and fundraising.
- Experience operating in fragile or complex environments.
- Flexibility to adapt to changing requirements
- Budgetary control and financial management skills.
- Fluent English, French, Creole; Spanish language skills are a plus.
- Good team player, capable of working with a multinational country team.

Desirable

- Experience in Haiti or the Caribbean region.
- Experience in resilience, livelihoods, food security, agriculture, governance, climate resilience, or urban development programming.
- Experience working with local partners and consortiums.

Please email your updated resume/CV, a copy of your Master's degree and other relevant diplomas/certificates, and a cover letter to the following email address: hrhaiti@ht.goal.ie

Emails or application files that do not include the reference mentioned below will not be processed: Subject: Program Director

The deadline for submitting applications is September 2, 2026, at 16:00 p.m. (Haiti time). No applications will be accepted after this date.

Please note that only shortlisted candidates will be contacted.

GOAL supports gender equality. Applications from local residents, as well as female candidates, are strongly encouraged.

GOAL has a Staff Code of Conduct and a Child Protection Policy, which have been developed to ensure the maximum protection of programme participants and children from exploitation. GOAL also has a confidentiality policy ensuring the non-disclosure of any information whatsoever relating to the practices and business of GOAL, acquired in the course of duty, to any other person or organisation without authority, except in the normal execution of duty. Any candidate offered a job with GOAL will be expected to adhere to these policies any job offer made is also subject to police clearance. GOAL is an equal opportunities employer.

This Job Description only serves as a guide for the position available. GOAL reserves the right to change this document. Any published closing dates are estimated. Due to the nature of GOAL's work we aim to fill vacancies as quickly as possible. This means that we will close adverts as soon as we have found the right candidate, and this may be before the published closing date. We would therefore advise interested applicants to apply as early as possible.

Please click on the following link to fill out the mandatory questionnaire before submitting your application. Any application submitted without the completed questionnaire will be rejected.

[Program Director Position - Questionnaire – Fill out form](#)