

# Head - Development Cooperation and Resource Mobilisation (DCRM)

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### ABOUT THE OECS

The Organisation of Eastern Caribbean States (OECS) is an inter-governmental organisation dedicated to economic harmonisation and integration, protection of human and legal rights, and the encouragement of good governance among independent and non-independent countries in the Eastern Caribbean. Under the Treaty of Basseterre (RTB, 1981) and now The Revised RTB (2010), Member States agree to cooperate with each other and promote unity and solidarity, including participation by Protocol Members in an Economic Union. [Read More...](#)

### JOB SUMMARY

Under the leadership of the Director General, the Head of Development Cooperation and Resource Mobilisation (DCRM) is accountable for developing a strategic plan to support programmatic and financial sustainability of the Commission. As a key member of the Leadership Team, s/he will be accountable for ensuring the successful implementation of the Commission's overall strategic plan.

S/he will lead the development and implementation of cooperation initiatives with various International and Regional Development Partners, inclusive of Traditional and Non-Traditional Multi-laterals, Bi-laterals, Academia, International Foundations, Private Sector and such other

entities. The role will be responsible for creating an environment of trust, open communication and innovative thinking in which teams can be developed and engaged.

S/he will develop and lead a high-performing team capable of delivering DCRM goals

## **KEY DUTIES**

### Technical

1. Provide strategic direction to DCRM and drive the mobilization of financial and other resources to advance the work of the Commission and to optimize the returns to Member States.
2. Contribute to the overall development of the Commission's Strategic Plan
3. Drive efficiency through the timely management of the organisation's operational goals.
4. Collaborate with internal and external stakeholders to achieve the unit's work programme.
5. Develop and implement creative solutions that enable effective and innovative approaches to the work of the Commission.
6. Develop and implement policy to enable the work of the unit and organization.
7. Represent the organisation in matters relating to functional and programmatic areas.
8. Partner with the Communications Unit to develop a Communication Plan to support the work of the unit.
9. Drive functional cooperation opportunities with French Associate Member States and other French Territories.

10. Work closely with the Regional Councils and the Interreg Secretariat to coordinate the INTERREG V Programme (2014-2020) on behalf of the OECS.
11. Partner with the Director General to develop and sustain effective relationships and identify relevant programmes and innovative funding sources to support the British OTIs.
12. Continue to widen functional cooperation with key regional integration movements inclusive of CARICOM, ACS, ACP, EU, ECOWAS and such others.
13. Work closely with the Legal Unit and the Procurement Department to undertake due diligence that will avoid conflict of interest and any reputational risks to the organisation's track record.
14. Collaborate with the Heads of Unit and Project Steering Committee to facilitate the formulation of Concept Papers and Project Proposals on priority thematic areas to obtain support from various Development Partners.
15. Partner with PMU and Finance Unit in the preparation of the Organisations' Annual Work Programme and Budget.

### Leadership

1. Present key resource mobilization initiatives to the Leadership Team, on a monthly basis, to contribute to the overall development and implementation of the Commission's strategic goals.
2. Develop and engage a high-performing team through effective coaching and leadership.
3. Proactively engage with Directors and Heads of Units to identify opportunities for continuous business improvement.

4. Lead/drive/engender/promote project management culture across the organization.
5. Develop and manage key stakeholder relationships to drive the work of the unit.
6. Partner with leaders and staff of the Commission to identify and develop proactive solutions to eliminate or mitigate organisational risk.
7. Build effective relationships based on trust and respect with key internal and external stakeholders to efficiently drive the OECS agenda and imperatives as set out in the RTB.
8. Manage Employee Engagement, Succession and Workforce Planning within your Unit.

## **EXPERIENCE AND KNOWLEDGE**

1. Minimum qualification of a Master's Degree in relevant discipline.
2. At least 5 years of proven experience in senior leadership and management positions.
3. Proven experience in managing and developing high-performing teams.
4. Subject Matter expert with at least 10 years of technical experience.
5. Applies expert knowledge and broad understanding of multiple disciplines within technical space.
6. Ability to challenge and influence at all levels.
7. Strong negotiation and decision-making skills.
8. Will have a keen understanding of the geopolitical landscape within which the future of the OECS will evolve.

9. Solid experience managing multi-stakeholder and/or intergovernmental fora.
10. Ability to analyse problems and recommend workable solutions.
11. Positive and pragmatic approach to achieving results.
12. Excellent written and verbal communication skills across multiple levels.

## **CORE COMPETENCIES**

- Drives with Purpose and Vision
- Build Effective Teams
- Ensures Accountability
- Communicates Effectively
- Demonstrates Decision Quality
- Creates an Environment of Trust

## **JOB LOCATION**

The OECS Commission is headquartered in Castries, Saint Lucia. The position of Head Development Cooperation and Resource Mobilisation is stationed at the OECS Commission headquarters. All nationals of OECS Member States: **Antigua and Barbuda, Commonwealth of Dominica, Grenada, Montserrat, St. Kitts and Nevis, Saint Lucia, St. Vincent and the Grenadines, Anguilla, The British Virgin Islands, Martinique, and Guadeloupe** are encouraged to apply.

## **BENEFITS**

The position is on a fixed-term establishment. Salary will be commensurate with qualifications and experience, and exempt from income taxes. In addition to the basic salary, this post attracts allowances.

The incumbent will be eligible for membership in the Organisation's non-contributory Group Health and Life Insurance Scheme.

The deadline for all submissions is **14th June 2023**.

**Only applications under consideration will be acknowledged.**

**Apply for This Job**