

Trócaire: Director of Global Programmes **(<https://www.activelink.ie/node/115667>)**



Director of Global Programmes

Hybrid Global Programmes25-GP-003
Maynooth, County Kildare, Ireland

Description

Are you energised by the thought of working in an organisation that supports people and communities to tackle the root causes of poverty and injustice? Do you value the idea of working in a global organisation with an inclusive and collaborative culture? Then Trócaire wants to hear from you! Read on for more details about this exciting opportunity.

The Opportunity

The Director of Global Programmes is an exciting opportunity to join the Executive Leadership Team in Trócaire (ELT). The post holder will be responsible for setting the direction for and leading the implementation of Trócaire's strategy in the areas of: Humanitarian and Development Programming, Programme Impact and Learning, Global Partnership and Funding, and Policy and Advocacy. The Director will build a culture of high performance and accountability across the programme teams to ensure quality support and guidance for country programmes, effective policy and advocacy, strategic engagement with donors and compliance with external standards and funding commitments.

As well as ensuring high quality execution of the current strategy, the Director will be responsible, as a member of the ELT, for contributing to the development of organisational strategy and keeping it under constant review in the light of external and internal changes. This will ensure that the organisation is agile and ready to respond to the challenges and opportunities of the future.

Interview Dates

It is envisaged that there will be two rounds of interviews with the first-round likely week commencing 23rd June and the second-round week commencing 10th July.

About Trócaire

Trócaire is an International NGO. We work with local partners in the world's most at-risk communities and with people in Ireland to tackle the underlying causes of poverty and injustice and respond to the crises they create. Together we bring about positive and lasting change for a just world.

Trócaire works in up to 20 countries across Africa, Asia, Latin America and the Middle East. We work towards five goals:

- Promote Access to Justice;
- Achieve Climate & Environmental Justice;
- Ensure Women & Girls' Protection, Voice & Influence;
- Save Lives and Protect Human Dignity and
- Mobilise the Public on the island of Ireland to achieve Global Justice.

Do you want to know more about Trocaire, the organisation? Find out more at

The role is based in Maynooth, Ireland and will report to Trócaire's CEO.

The Director will lead a strong management team comprising five Heads of Function in the Division: Humanitarian

Programmes, Development Programmes, Global Partnership and Funding Unit (GPFU), Programme Impact and Learning (PIL), and Policy and Advocacy.

See full job description (<https://trocaire.app.box.com/s/gmvvynq2f4loubw3kn7hly5y5ap4ep37>)

Requirements

Skills:

- Highly developed leadership skills, based on a demonstrable capability in effective relationship management at all levels, including at a senior level of an organisation.
- High quality analytical, problem solving, and conceptual skills necessary for effective strategic thinking and clear decision making.
- Strong strategic thinking ability with a focus on delivering on ambitious plans in a complex environment.
- Results oriented, through strong planning and organisation skills, and with strong ability to prioritise, delegate and adjust to the changing external environment.
- Excellent leadership development skills, including coaching and mentoring of the next line of leadership.
- Effective communicator and influencer, including excellent written, verbal and presentation skills; effective team player; collaborative style.

Experience:

- A minimum of five years relevant experience at senior leadership level with a demonstrable track record of achievement in international development and humanitarian programming.
- Significant experience of donor engagement, accessing and managing complex institutional funding, policy and advocacy and programme implementation and monitoring.
- Achievement in setting and successfully implementing strategic direction at a senior level in an organisation.
- Experience leading and managing teams in a complex and rapidly changing environment with a track record of building capacity to adapt to and manage change.
- External communication and representation including with media

Qualifications:

Third level or professional qualification in one or more relevant disciplines, or equivalent professional experience.

Qualities:

An approach to work based on integrity; values-driven; flexible and open to change. Wants to build an environment of high trust with own team and colleagues in the wider organisation. Strong self-management with a high level of energy and flexibility, including a willness to frequent travel internally to country programmes and other desitinations as required.

Benefits

Trócaire offers a competitive package of salary and benefits including pension scheme and life assurance. We have an excellent range of work life balance friendly policies including Hybrid working.

Closing date for applications is 2nd June 2025

Safeguarding Programme Participants-Children & Adults

Trócaire is committed to safeguarding people within our programmes from exploitation and abuse, and has clear expectations of all staff. Please ensure to **click here** (<https://www.trocaire.org/about/accountability/safeguarding/>) for more information on Trócaire's safeguarding policies.

We welcome diverse applicants to join our inclusive workforce.

Trócaire is an equal opportunities employer. We are an organisation that embraces diversity and inclusion. We welcome applicants from diverse backgrounds to bring their experiences and perspectives to Trócaire.

Reasonable accommodation for applicants with disabilities can be provided to support participation in the recruitment process when requested and indicated in the application or by contacting hr@trocaire.org (<mailto:hr@trocaire.org>). See our

Diversity and Inclusion statement [here](https://www.trocaire.org/join-us/careers/) (https://www.trocaire.org/join-us/careers/).

[Apply Here \(https://apply.workable.com/trocaire/j/E94AC593A2/\)](https://apply.workable.com/trocaire/j/E94AC593A2/)

Trócaire collects and processes personal data in accordance with applicable data protection laws. If you are a European Job Applicant see the [privacy notice](https://apply.workable.com/trocaire/gdpr_policy?lng=en) (https://apply.workable.com/trocaire/gdpr_policy?lng=en) for further details.

Region

Maynooth, Co Kildare / Hybrid

Date Entered/Updated

15th May, 2025

Expiry Date

2nd Jun, 2025

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