



Job Description

Country Manager

Location: Accra, Ghana

November 2023

About Free the Slaves

Founded 20 years ago, Free the Slaves is the leading organization in the anti-modern slavery movement and is dedicated to changing the conditions that allow modern slavery to exist. Through innovative programs, FTS works at community level to build resilient and resistant communities to modern slavery and lead the advocacy at global level.

Currently, Free the Slaves works across the regions of the globe including South and Southeast Asia, Africa, the Middle East, Latin America and the Caribbean.

Free the Slaves runs the Freedom from Slavery Forum and it is a member of the Global Coordinating Group (GCG) of the Alliance 8.7 where it is one of the three organizations representing Civil Society.

Position Overview

Free the Slaves is seeking a dedicated and experienced **Ghana Country Manager** to lead our efforts in combating human trafficking in Ghana. The ideal candidate will have a deep understanding of the local context, strong leadership skills, and a proven track record in managing anti-human trafficking programs. This role requires a commitment to working collaboratively with government agencies, NGOs, and other stakeholders to make a significant impact in the fight against human trafficking. The Ghana Country Manager reports to the West Africa Regional Director.

This position will be based in Ghana, Accra.

Responsibilities

The Ghana Country Manager will:

- Develop and implement the organization's strategy for combating human trafficking, forced labor, modern slavery, and child trafficking in Ghana, including the identification and selection of affected countries, linking with effective organizations that are building local, national, and regional resistance to modern slavery.
- Provide visionary leadership to the team and ensure alignment with the overall organizational goals.
- Oversee the planning, implementation, and evaluation of anti-human trafficking programs in Ghana.
- Monitor program activities to ensure they are on track and achieving intended outcomes.
- Cultivate and maintain strong relationships with government agencies, NGOs, law enforcement, and other key stakeholders.
- Represent the organization in national and international forums related to anti-human trafficking efforts.

- Provide leadership and support for the professional development of the Ghana team.
- Conduct training sessions and workshops for staff and partners on anti-human trafficking best practices.
- Oversee the development and implementation of monitoring and evaluation systems for programs in Ghana.
- Create and support networks and coalition in the country including survivors network and NGOs coalition.
- Draft proposals for fundraising. Assist in fund-raising activities. This includes attending external stakeholder meetings, keeping track of in-country and regional funding notices, and coordinating with staff and development team in writing proposals.
- Monitor and execute funding opportunities
- Support in the review of program reports and in-country financial reports
- Prepare and submit regular reports to the organization's headquarters and relevant donors.
- Advocate for anti-human trafficking policies and legislation at the national level.
- Lead awareness campaigns to educate communities and key stakeholders about human trafficking issues
- Attend meetings as needed or requested by the West Africa Regional Director

Key Relationships

The Ghana Country Manager will:

- Report to the West Africa Regional Director and supervise the Ghana team.
- Collaborate with the Ghana team to ensure the effective running of the Ghana office
- Foster and maintain key relationships with in-country partners and stakeholders not limited to government agencies and civil society.
- Collaborate with other FTS staff members and stakeholders.

Qualifications

- Master's degree or higher in Business Administration (MBA), Social Sciences, project management, law, international development, or any relevant field
- At least 5 years of progressively increasing experience in managing anti-human trafficking programs in Ghana or a similar context.
- Strong knowledge of the local legal and social frameworks related to human trafficking.
- Proven leadership and team management skills
- Excellent written, communication and interpersonal skills
- Deep personal connection and/or demonstrated commitment to the organizational mission.
- Ability to work effectively with diverse stakeholders, including government officials and civil society organizations
- Excellently keen on details and accurate analysis
- Ability to communicate clearly and consistently with a variety of technical and non-technical audiences, including staff, stakeholders, donors, and board members, both orally and in writing.
- Excellent written, communication, presentation, and interpersonal skills.
- Working knowledge and understanding of the universe of human rights and the movement against anti-modern slavery.
- Experience leading and working with staff in an innovative environment.
- Ability to work as a team member
- Strong problem-solving skills.
- Strong time management and organizational skills to independently manage workload and related

responsibilities.

- Demonstrated experience and skills in proposal writing, creating and maintaining budgets, financial and narrative report writing, etc.
- Strong time management and organizational skills to independently manage workload and related responsibilities.
- Demonstrated experience with financial management and reporting.
- Demonstrated experience in managing and working with a wide range of in-country and regional partners and stakeholders
- Demonstrated experience with new technologies including social media.
- Ability to juggle multiple tasks, work under tight deadlines, and deliver projects within budget
- Ability to travel internationally as required.

Geographic location

- This position is based in Ghana. The selected candidate will work from the Ghana office in Accra

Preferred Qualifications

- Prior experience in a similar role with an international non-governmental organization.
- French and/or Spanish language capacity is an asset.

To Apply

Applicants should submit a tailored **cover letter** that outlines their interest and experience, a **resume**, and a **list of three references** from former supervisors. **PLEASE SUBMIT THESE AS ONE (1) WORD OR PDF DOCUMENT** to Careers@freetheslaves.net

Please include your first and surname and the position in the subject line of the email.

Deadline for Submissions

Interested applicants are encouraged to apply as soon as possible. Submissions will be reviewed on a rolling basis until the close date.

Free the Slaves is an equal-opportunity organization. Qualified applicants are considered for employment and consultancies without regard to age, race, color, religion, sex, national origin, sexual orientation, disability or veteran status.

