



Johanniter Unfall-Hilfe e.V., International Assistance (JIA), is looking for a

## Country Director Ukraine (f/m/d)

*One-year contract based in Kyiv*



**Organisation Description:** Johanniter-Unfall-Hilfe e.V. is a German Christian non-governmental organisation, dedicated to excellence in the field of first aid, ambulance service, social service programmes and other projects in the medical and social field. Johanniter International Assistance (JIA) is the operational unit for humanitarian aid. The Federal Headquarters (HQ) is based in Berlin, Germany. Our Global Strategy 2027 focuses on key working areas in emergencies and health implementing and supporting projects with a specific focus on climate change and gender equality worldwide [www.thejohanniter.org](http://www.thejohanniter.org). Our commitment to a partnership approach and localisation agenda is based on mutual learning, respect and trust. We prioritise accountability, inclusivity and safeguarding in our work.

### Background:

Johanniter International Assistance (JIA) has been active in Ukraine since August 2022, working together with local partners. Following the escalation into a full-scale war, the humanitarian situation in Ukraine and neighboring countries rapidly deteriorated. Intense hostilities have caused widespread destruction, killed and injured thousands of people, displaced millions from their homes, and severely disrupted livelihoods and essential services. Since March 2022, Johanniter-Unfall-Hilfe e.V. – Johanniter International Assistance has responded to urgent humanitarian needs through direct aid deliveries and partner-implemented projects, initially focusing on emergency relief assistance. Building on this response, Johanniter International Assistance will increasingly prioritize health interventions as the central pillar of its upcoming projects in Ukraine, aiming to strengthen access to essential healthcare services, support emergency and trauma care, and reinforce the resilience of local health systems affected by the ongoing conflict.

### In a Nutshell

You will:

- be accountable for the development, implementation, monitoring, and review of the country strategy in line with the regional and global strategy and relevance to the Ukraine context.
- represent the organisation in Ukraine, driving networking, positioning, and strategic partnerships with key stakeholders
- be accountable for the overall performance, strategic oversight, legal and regulatory compliance and security management in Ukraine.
- oversee funding acquisition and management in collaboration with the country senior management team and regional Regional Funding Coordinator
- ensure effective collaboration and coordination across country, regional, and global levels, including close cooperation with the Regional Director, head office, partners, and teams to deliver high-quality programmes and operations

#### What you will do:

##### Strategy & Vision

- foster an organisational culture grounded in Johanniter values, inclusion, diversity, and continuous reflection

##### Leadership & Management

- in line with Johanniter's leadership principles, promote an inclusive, accountable, and high-performing team culture

#### What you bring:

- academic degree (MA / MSc) in a relevant field
- 7-10 years' experience in a humanitarian context, minimum of 4 years in a leadership role
- context related experience in disaster response, humanitarian- and development cooperation programmes
- experience in development and implementation of quality country programmes and development of impactful funding strategies

- ensure effective management, strategic oversight, and full legal and regulatory compliance of the country office
- oversee internal communication and coordination across country, regional, and global structures

#### Programme, Finance & Operations

- accountability for country office performance, budget management, reporting, and operational decision-making
- sign off on all country office operations in line with the signing matrix
- ensure effective programme implementation, monitoring, and timely corrective actions

#### Human Resources & Team Development

- line manage national and international staff and ensure strong team leadership and capacity building
- promote a culture of learning, accountability, and performance management
- ensure Duty of Care, staff wellbeing, and appropriate individual and team development

#### Funding, Partnerships & Networking

- act as primary fundraiser and oversee donor engagement, funding acquisition, and private fundraising strategies
- lead and develop strategic partnerships with national and international stakeholders and consortia
- represent the organisation nationally to strengthen positioning, networking, visibility

#### Safety, Security & Safeguarding

- responsible for the safety and security of all staff and operations in country
- ensure implementation of Country Security Plans and adhere to risk mitigation measures
- promote safeguarding, uphold zero tolerance for misconduct, and ensure compliance with the Code of Conduct

#### Emergency Response

- own country-level emergency preparedness and response planning
- coordinate with regional and global teams for emergency support and surge capacity as needed

#### Communication & Advocacy

- lead country-level external communication, advocacy, and visibility in coordination with HQ
- sign off on high-level or sensitive communications and ensure alignment with regional messaging

- knowledgeable of current debates and trends incl. relevant donors (AA, BMZ, ECHO, BHA)
- external representation experience and networking at senior level and on the ground, in network clusters, donors and government
- proven record of ability to obtain funds from diverse donor agencies
- proven ability to drive continuous improvement
- highly developed relationship building, influencing, negotiating and interpersonal skills
- clear thinker, calm & focussed under pressure, delivers results in exceptional circumstances
- extensive people management skills and multiple years' experience in managing teams
- strategic and analytical thinking combined with a track record managing change
- ability to deal with conflicts, manage resistance
- excellent communication skills
- willing to travel and work in high-risk context
- fluent in English

#### What we offer:

- **Remuneration:** Competitive, attractive remuneration, in line with internal tariff and relevant previous experience
- **Benefits:** 13<sup>th</sup> cheque; social security; annual leave; flexible working hours, friendly and appreciative working atmosphere

#### **If this is what you are looking for:**

Apply to [staff@johanniter.de](mailto:staff@johanniter.de) (cover letter, CV, reference contacts of 3 former supervisors, job certificates if available), stating your earliest start date. Please indicate "Country Director Ukraine" in the subject line of your e-mail.

#### **Deadline for applications: 24 May 2026**

Johanniter is an equal opportunity employer that values diversity, irrespective of cultural, religious, social background, gender, age, disability or sexual orientation. Suitable candidates with disabilities are encouraged to apply.

Johanniter employees are expected to act according to our [Code of Conduct](#) as well as our Leadership Principles.

Please note Johanniter requires background checks (incl. criminal record and reference checks) to protect the vulnerable and prevent abuse.

Information regarding the privacy policy for applications can be found [here](#).