

FSD is looking for

## **Regional Programme Manager (RPM) – FSD Ukraine**

**Location:** Kharkiv, FSD East Region, Ukraine

**Supervised by:** Country Director, FSD Ukraine

**Starting date:** 01 October 2025

**Contract period:** unlimited

**Occupancy Rate:** 100%

### **ABOUT US**

FSD (Fondation suisse de déminage), a Geneva-based humanitarian organisation, has been working to protect civilian populations from landmines and explosive remnants of war for over 25 years. Our teams localise and destroy explosive remnants of war, conduct awareness campaigns and develop socioeconomic assistance projects for victims of accidental explosions. FSD currently employs around 700 people on four continents and has been active in over 30 countries since its foundation in 1997. Learn more at <https://fsd.ch>.

### **Job Description:**

The purpose of the Regional Programme Manager (RPM) is to provide strategic leadership and oversight for the planning, implementation, and monitoring of programmes within the Kharkiv / East region.

The RPM is responsible for ensuring that all programme activities are delivered effectively, efficiently, and in alignment with organisational goals and donor requirements. This includes direct supervision of programme staff, coordination with cross-functional teams, and representation of the organisation in regional forums and with key stakeholders.

### **Key Responsibilities:**

1. **Strategic Programme Leadership:** Provide overall leadership and strategic direction for regional Humanitarian Mine Action (HMA) activities, ensuring programmes are aligned with organisational objectives, national mine action strategies, donor requirements and international standards.
2. **Financial Oversight and Budget Management:** Manage and monitor regional programme budgets in coordination with finance teams. Ensure responsible expenditure, cost-effectiveness, and compliance with financial controls and donor requirements.
3. **Monitoring, Evaluation, and Reporting:** Ensure timely and accurate reporting on regional programme performance, including KPIs, operational progress, impact assessments, and compliance with donor and HQ reporting requirements. Lead incident/accident reporting and follow-up processes within prescribed timeframes.
4. **Programme Development and Resource Mobilisation:** Contribute to the development of concept notes, project proposals, and strategic plans. Identify

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opportunities for programme growth and innovation, ensuring that new projects are needs-driven and contextually relevant.

5. **Human Resource Management:** Lead and manage regional international and senior national staff, ensuring effective performance management, professional development, and adherence to HR policies. Promote a positive team culture and staff welfare in challenging operational environments.
6. **Stakeholder Coordination and Representation:** Represent the organisation at regional coordination forums, with local authorities, national mine action centres (MACs), and other stakeholders. Ensure strong partnerships and effective communication at all levels.
7. **Operational Management and Oversight:** Advise and support the Regional Operations Manager with planning, coordination, and delivery of all HMA operations in the region, including survey, clearance, EOD, and risk education activities. Ensure high standards of safety, efficiency, and operational quality.

#### **Mandatory Competencies:**

- At least 5 years of experience in managing and supporting Humanitarian Mine Action (HMA) programmes at field and/or regional levels.
- Proven experience in planning, coordinating, and overseeing HMA operations, ensuring compliance with national and international standards.
- Strong writing and numerical skills, with experience preparing reports, donor proposals, and strategic documents, as well as creating and monitoring budgets.
- High proficiency in English, both spoken and written; capable of communicating complex technical information clearly.
- Demonstrated leadership skills, including experience in building, training, and mentoring multidisciplinary teams across diverse contexts.
- Highly organised, proactive, adaptable, and committed to maintaining high standards of integrity and accountability.
- Willingness and capacity to travel frequently and work in remote, austere environments for extended periods as required.

#### **Preferred Competencies:**

- Strong expertise in land release methodology, with a thorough understanding of clearance, technical/non-technical survey, and evidence-based decision-making.

- Comprehensive knowledge of demining techniques and equipment, including manual, mechanical, and mine detection dog (MDD) operations.
- Solid background in information management, GIS, and data analysis, with the ability to support evidence-based planning and reporting.
- Language skills, Ukrainian or Russian.

### Reports to:

The Regional Programme Manager reports to the Country Director for all in country matters.

### Location and Travel:

The RPM role is based in Kharkiv, Ukraine, but will involve frequent trips to field locations in Kharkiv Oblast, Kherson, Donetsk and throughout Ukraine. The role may also involve travel to other FSD Ukraine programme locations or to conferences internationally if required.

### General:

- Work within the framework of FSD's core values, promoting its ethos and mission statement; especially impartiality and non-political alignment.
- Work towards achieving FSD organisation and programme level objectives.
- Stay informed of FSD global activities.
- Ensure familiarity with and adhere to all FSD policies and procedures.
- Participate in meetings, networks and seminars as and when requested.
- Participate in FSD training activities as and when requested.
- Undertake the role in a manner appropriate to respective cultural contexts and within all local legal frameworks.
- Undertake any other duties appropriate to the post as may be required.