

★ info@ascendathletics.org ★

Position Title: Country Director

Organization: Ascend - Leadership Through Athletics

Location: Skardu, Gilgit-Baltistan, Pakistan (with travel)

Reports to: Executive Director

Job Type: Full-time

About the Organization

Ascend - Leadership Through Athletics is a leading non-governmental organization dedicated to empowering women and advancing gender equality through leadership training, physical and mental health development, education, and community outreach programs. Our mission is to empower girls through mountaineering-based leadership development and community service. Our vision is to contribute to a more balanced and peaceful world by improving gender equality where there is greatest leverage for change.

Position Overview

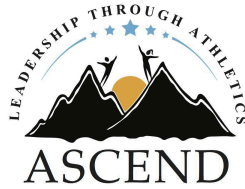
The Country Director will lead the strategic direction, program implementation, fundraising, and overall operations of Ascend - Leadership Through Athletics in Pakistan. This is a key leadership role, responsible for ensuring the organization achieves its mission of advancing women's leadership and gender equality in the country. The ideal candidate will have strong leadership skills, expertise in women's rights, and experience in managing complex programs in dynamic environments.

Key Responsibilities

1. Strategic Leadership

- Lead the development and implementation of the country strategy, ensuring alignment with global objectives and local priorities.
- Foster an organizational culture that encourages collaboration, innovation, and accountability.
- Serve as the primary representative of the organization in-country, advocating for women's leadership and gender equality with government agencies, partners, and stakeholders.
- Develop relationships with key stakeholders, funders, government officials and others who might help advance the mission.

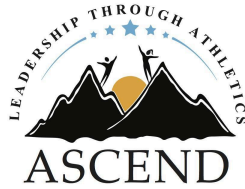
2. Program Management



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- Oversee the design, implementation, monitoring, and evaluation of all programs to ensure they achieve high impact and are aligned with the organization's goals.

 - Ensure programs are responsive to the needs of women and girls, with a focus on leadership development.
 - Ensure robust monitoring and evaluation mechanisms are in place to measure program outcomes and learnings. Establish M&E systems/plan to track program outcomes, measure impact, and ensure continuous improvement in line with set KPIs.
3. Fundraising & Resource Mobilization
- Develop and implement a comprehensive fundraising strategy to secure resources from institutional donors, foundations, government entities, and corporate partners.
 - Lead the development of high-quality proposals, reports, and donor communications to ensure the sustainability of the organization's operations.
 - Cultivate relationships with donors and partners to grow the country's portfolio.
4. Operations & Financial Management
- Ensure sound financial management, including budget planning, financial reporting, and compliance with donor and organizational requirements.
 - Oversee operations including human resources, procurement, and administrative functions to ensure effective program delivery.
 - Develop and maintain internal policies that support a safe, inclusive, and respectful working environment for all staff.
5. Advocacy & Communications
- Represent the organization at key national and international forums, ensuring the organization's visibility and influence in relevant sectors.
 - Lead advocacy efforts to promote gender equality and women's leadership, working closely with local, regional, and international stakeholders.
 - Lead external communications efforts to raise awareness of the organization's work and achievements through media, social media, and publications.
6. Team Leadership & Development
- Lead, mentor, and develop a diverse team of professionals, fostering a culture of learning and collaboration.
 - Promote staff well-being, professional development, and capacity-building initiatives.
 - Ensure compliance with organizational values, code of conduct, and safeguarding policies



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7. Reporting

- Timely Reporting: Prepare and submit detailed reports to HQ, donors, partners, and relevant authorities, ensuring accuracy and alignment with organizational objectives.
- Compliance and Transparency: Ensure all reports meet compliance requirements, demonstrating transparency and accountability in financial, operational, and programmatic aspects.
- Collaborative Communication: Maintain regular communication with stakeholders, providing updates on program progress, challenges, and achievements to foster trust and ongoing support.

Qualifications & Experience

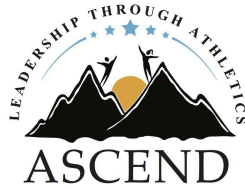
- Education: Advanced degree in international development, business, gender studies, public policy, or related fields.
- Experience: Minimum 10 years of experience in management roles, preferably in international NGOs, with at least 5 years in women's leadership or gender equality programming.
- Demonstrated success in strategic planning, program development, and managing large projects.
- Proven experience in fundraising, donor management, and building strategic partnerships.
- Strong financial management skills, including experience with budgeting and compliance.
- Leadership: Inspirational and dynamic leader with a passion for women's empowerment and gender equality.
- Communication: Excellent interpersonal, negotiation, and public speaking skills. Fluency in Urdu and English required; proficiency in Balti highly desirable.
- Cultural Awareness: Ability to work effectively in diverse cultural contexts and with a wide range of stakeholders.

Key Competencies

- Strategic vision and leadership
- Results-oriented program management
- Advocacy and partnership building
- Financial and operational management
- Team leadership and development
- Strong communication and negotiation skills

Compensation

Salary and benefits are commensurate with experience and in line with industry standards.



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Application Process

Interested candidates should submit their resume, cover letter, and three professional references to kelly.pokharel@ascendathletics.org. Applications will be reviewed on a rolling basis, with an anticipated start date as soon as possible upon selection.
