OMNA TIGRAY

In-Country Director

Mekelle, Tigray • with regular travel across zones • Full-time

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Omna Tigray is a global, nonpartisan, diaspora-led nonprofit working for human rights, justice, and sustainable development for the people of Tigray. This year we are opening our first in-country office and we are looking for the person who will lead it.

The role

The In-Country Director is Omna's most senior representative inside Tigray. You will lead our work with institutions, partners, and communities, and make sure that what is happening in the field shapes what Omna does about it. You will lead the in-country team as it grows.

This role asks someone to hold two things at once: the diplomacy to sit in a coordination meeting with regional officials, and the care to sit with a survivor in an IDP camps.

What you'll do

Represent Omna. Build and maintain nonpartisan relationships with the regional government, sector bureaus, zone and woreda administrations, IDP and disaster-response offices, universities, hospitals, CSOs, and UN agencies. You will serve as the primary liaison with local authorities, community leaders, civil society organizations, and other NGOs operating in Tigray.

Document what is happening. Lead site visits and needs assessments using survivor-centered, trauma-informed, do-no-harm methods.

Turn findings into programs. Design proposals, budgets, and implementation plans and lead approved projects and track their results.

Bring in funding. Identify grant opportunities, ground applications in field evidence, and maintain relationships with donors in Tigray and internationally.

Inform our public voice. Recognize when a development requires a public response and supply the verified evidence behind Omna's statements, press releases, and advocacy.

Run the office. Establish and manage a secure office, oversee finances and records to audit standard, and build a healthy in-country team. You will:

- Establish the Mekelle office infrastructure from scratch, including office space, staffing, administrative systems, IT, and security protocols
- Develop and implement operating procedures, financial controls, HR policies, and compliance systems aligned with Ethiopian NGO law and Omna Tigray's global governance standards
- Recruit, hire, train, and manage local staff and volunteers as the office scales
- Review and sign every expense before it is paid, and submit the quarterly record of signed expenses to Omna's Board of Directors.

What we're looking for

- 8+ years in NGO, UN, government, CSO, or humanitarian work, including leading programs, strategy, or operations in complex environments
- Experience coordinating with government bureaus and international organizations
- Bachelor's degree required; Master's or PhD preferred (public health, social work, development, political science, or related field)
- Strong written and verbal communication in English, Tigrinya, and Amharic, and confidence representing an organization in public forums
- Field research and humanitarian assessment experience
- Sound ethical judgment under pressure, and discretion with sensitive information
- Genuine commitment to community voice and dignity, and to the inclusion of women, elders, youth, disabled people, and marginalized communities
- Nonpartisan in practice, not only in principle

Terms

Full-time, based in Mekelle, with an initial six-month probationary period; continuation depends on performance. Compensation is set in line with local market rates for comparable roles and will be discussed during the interview with short listed candidates.

To apply

Send your CV and qualifications to **contact@omnatigray.org.**

Please use the position title and your full name as the email subject line: **In-Country Director — [Your Full Name]**.

We thank all applicants; only shortlisted candidates will be contacted.