

Country Manager Vacancy

Job Description

Job Title	: Country Manager
Location	: Tunis, Tunisia
Mission	: Leaders International Branche De Tunisia
Contract	: 1 year with possibility of extension
Start Date	: March 1, 2026
Reporting to	: General Director (HQ)
Working Hours	: Full-time position (40 hours per week)

Leaders International

Leaders International is a forward-thinking economic development organisation that brings together governments, community groups and private sector partners to work on various projects across the Middle East and Africa.

With offices In Belgium, Jordan, Palestine and Tunisia, we create partnerships that bridge the gap between east and west in order to create new opportunities and resources and accelerate the growth of underdeveloped and developing economies. Our focus areas include MSME Development, Entrepreneurship & Innovation, Digital Transformation, Livelihoods & Employability, Green Growth, and Alternative & Sustainable Tourism.

Job Summary

The Country Manager of Leaders International in Tunisia is a proposed post for a core person of Leaders International's team in Tunisia and the North Africa Region. Through a variety of actions focusing on business growth, outreach, and stakeholder coordination, the incumbent of this position is anticipated to contribute to the development of LI in Tunisia. The post holder will advise LI's team on new opportunities in the country and help the organization position itself as a key player in private-sector development.

Job Task and Responsibilities

- Network Development, fundraising, and Stakeholder Engagement: **(in coordination with HQ Business Development Department and HQ Communications Department)**
 - Map stakeholders and partners with relevance to LI programs;
 - Identify experts and consultants in specific fields as directed;

- Develop brand and local recognition of LI in Tunisia;
 - Represent LI in the country through contacts with public institutions, partners, companies and others;
 - Attend events, conferences and meetings with Stakeholders;
 - Setting up activities in Tunisia in collaboration with local organizations;
 - Identify potential new partners and promote opportunities for developing programs and signing new agreements.
- Operational management of those in charge of the programs ***(in coordination with HQ Programs Department and HQ Communications Department)***
 - Ensure that programs are properly carried out with special attention to quality and impact; monitor quantitative and qualitative project indicators and ensure reporting to donors.
 - Develop synergies with other offices of the Organization in the region and the Head Office; ensure knowledge management and coordination between the various programs upheld by LI;
 - Report internally concerning progress, problems, and risk areas;
 - Identify problems and provide feasible solutions regarding potential operational risks related to finance, human resources, institutions, and partners;
 - Define and implement a communication strategy covering the Organization and its projects with the support of the HQ Communications Department.
- Financial management ***(in coordination with HQ Finance Department and HQ Operations Department)***
 - Supervise the financial flows concerning all programs (expenditure and resources) while ensuring that commitments to financing partners are respected;
 - Ensure, in coordination with the financial and operations department, that the internal and external procedures are properly implemented, and that audits are duly prepared.
- Supervise and support the Organization's local team ***(in coordination with HQ Operations Department)***
 - Define team structure and adapt it based on operational requirements and strategy;
 - As needed, identify and hire staff, manage, and develop capacity in line with LI strategy, projects, and thematic areas;
 - Define and implement the Organization's internal rules and regulations.

Qualifications, Knowledge and Experience

- Bachelor's degree in business administration or any relevant field. Preferably in International Business, Social Sciences, Humanitarian field or related topics.
- Proven experience in fundraising and resource mobilization from international donors, including the EU, GIZ, and other development partners active in Tunisia.

- Experience in managing and implementing regional or international activities, preferably in the business field.
- Requires a minimum of 10 years relevant experience in the NGO sector, a minimum of 4 years of which must have been in a supervisory role. Additional private sector experience is highly desirable.
- Background in managing and implementing Private sector development projects, in fields like Tourism, ICT and livelihood.
- Provide necessary technical and methodological support for need assessment and take a leading role in project development.
- Strong ability to work with diverse groups/individuals – ranging from local partners, local authorities, humanitarian community and the private sector.

Personal attributes and other requirements

- In-depth knowledge of the Regional Business Environment, Tourism Sector, MSMES and Privates Sector Development and Startups Ecosystem.
- High level of analytical and problem-solving skills.
- Ability to effectively manage a team of junior and senior professionals in a dynamic business environment.
- Experience in project management, planning, budgeting, monitoring and evaluation.

Skills and Abilities

- Strong communication, interpersonal, organizational skills.
- Good interpersonal skills, able to deal diplomatically and flexibly with a range of different people.
- Good written and verbal communication skills in English, French and Arabic.

Please submit your CV to: vacancies@leadersinternational.org no later than **February 23, 2026**.

If your application is successful, you will be contacted to take a written test, attend an interview, and provide references (if needed).

Our recruitment procedures are based on a policy of equal opportunity that respects social and cultural differences, avoids discrimination of any kind, and encourages the creation of an inclusive work environment.

Early Shortlisting and Selection

The Contracting Authority reserves the right to assess applications on a rolling basis and to shortlist, interview, and select a candidate before the application deadline, provided that the principles of transparency, equal treatment, and non-discrimination are fully respected. Where a suitable candidate is identified, the recruitment procedure may be concluded prior to the closing date of this Call for Applications.