DISASTERS EMERGENCY COMMITTEE

APPOINTMENT OF

DIRECTOR OF PROGRAMMES AND ACCOUNTABILITY

Perrett Laver

AMERICAS ASIA PACIFIC EMEA

A farmer in Myanmar transports green vegetation that will eventually decompose into soil for crops, after receiving livelihood support through a DEC charity.
© Phyo Maung Maung/Arete/DEC

DEC charity Islamic Relief distributing food parcels in Caracas, Venezuela following the earthquakes, July 2026. © Alex Bartsch/Arete/DEC

ABOUT US

The Disasters Emergency Committee (DEC) is a unique and dynamic membership organisation which brings together 15 of the UK's leading aid charities: ActionAid, Action Against Hunger, Age International, British Red Cross, CAFOD, CARE International, Christian Aid, Concern Worldwide (UK), Islamic Relief Worldwide, International Rescue Committee UK, Oxfam GB, Plan International UK, Save the Children, Tearfund and World Vision.

Since it was founded in 1963, the DEC has run over 80 fundraising appeals and raised more than £2.5 billion to help save lives and protect livelihoods in disaster-affected communities around the world.

Pooling our resources to work as one, we are pivotal in co-ordinating the UK public's response to large-scale disasters overseas. In collaboration with our Rapid Response Network of national media and corporate partners, we raise the alarm to the UK public across TV, radio and digital channels, and set up easy ways to donate.

Most DEC funds are raised over an intensive two-week period following a disaster. Appeal funds are specifically for overseas humanitarian work and are normally spent over a two-year response period. We also foster cooperation in the humanitarian INGO sector, bringing our member charities and local partners together and applying standards of quality, accountability, transparency and impact reporting. We learn together and share information to promote effective humanitarian response

The DEC Secretariat is funded by contributions from its member charities and a range of core cost funders, and is responsible for the day-to-day running of the DEC. There are currently 44 staff members and a small number of dedicated volunteers, working together to promote the strategic values of collaboration, accountability & transparency, learning, humanitarian, and impartiality.

OUR VISION

A world where the impact of disasters on affected communities is minimised by working together through effective humanitarian response and growing resilience.

OUR MISSION

Together we will raise funds to save, protect and rebuild the lives of people that are impacted by emergencies and major disasters in countries overseas. We will:

- Raise funds quickly and effectively in large-scale humanitarian emergencies.
- Uphold the highest standards of accountability and transparency.
- Learn and share information to promote effective programmes of response.

OUR STRATEGY

In 2024, the DEC embarked on a new five-year strategy to guide the organisation through to 2029. The strategy underpins DEC's mission to raise funds to save, protect and rebuild the lives of people impacted by major disasters in countries without the ability to respond at scale. It is focused around four strategic pillars:

PILLAR 1

When called into action, we'll always be ready to launch the right appeals at the right time for communities in crisis, maximising opportunities to raise money.

PILLAR 3

Alongside our members, we will drive change in the humanitarian sector, encouraging innovation and adaptation to address the biggest humanitarian crises in a way that reinforces the agency of communities affected and increases our impact.

PILLAR 2

We will build trust and confidence among existing and new audiences and partners in the effectiveness of our response and the impact of our humanitarian action.

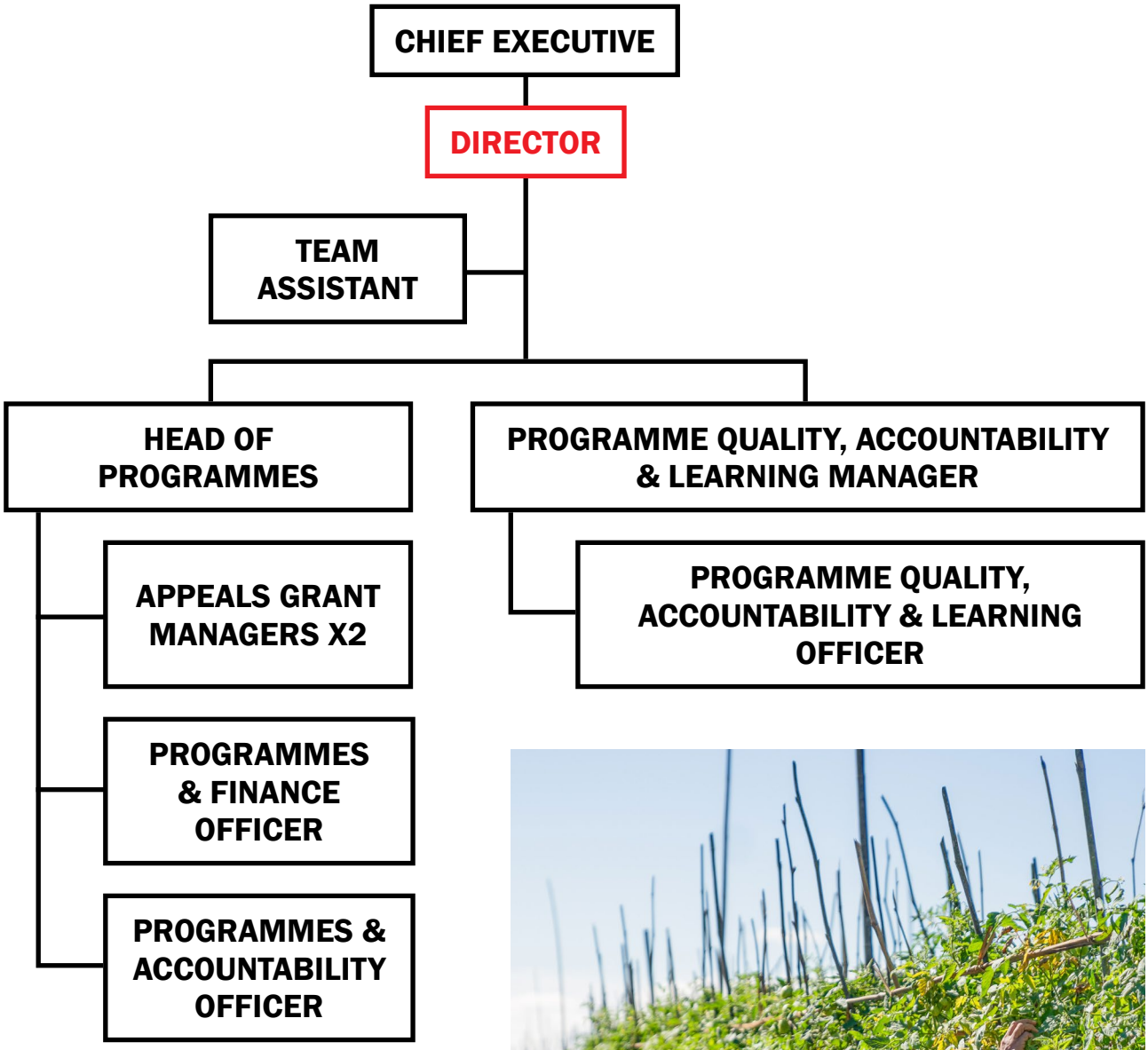
PILLAR 4

Investing in our capabilities, people, and processes, we will be a sustainable and thriving organisation fit for the future.

You can read the full DEC Strategy here: DEC Strategy 2024–2029

Members of a local community women's group work together to move bamboo poles for house construction after receiving DEC funded support to rebuild their homes following the earthquake in Myanmar. © Phyo Maung Maung/Arete/DEC

DEPARTMENT STRUCTURE



Local farmers inspect the health of tomato plants after their community received DEC funded support to restore their floating farms, which were severely damaged by the earthquake in Myanmar. © Phyo Maung Maung/Aret /DEC

DEC charity World Vision distributes food parcels to earthquake-affected families in Catia La Mar, Venezuela. © Alex Bartsch/Arete/DEC

JOB DESCRIPTION

ROLE PURPOSE

Reporting to the Chief Executive and as a member of the Executive Team, the Director of Programmes & Accountability sits at the heart of the DEC's humanitarian work. The Director will lead the Programmes & Accountability function, providing strategic leadership across the DEC's humanitarian programme portfolio and helping to ensure that the organisation is well positioned to respond effectively to major humanitarian emergencies.

Working closely with colleagues across the Secretariat and DEC's member charities, the Director will bring deep humanitarian expertise, sound judgement and a strong understanding of programme quality and accountability. They will play an important role in ensuring that DEC-funded responses deliver meaningful impact for disaster-affected communities, while supporting the organisation to learn, adapt and strengthen its collective humanitarian practice.

MAIN RESPONSIBILITIES

LEADERSHIP, STRATEGY, PLANNING AND GOVERNANCE

- Provide strong and effective organisational leadership as a member of the Executive Team, contributing to the development, implementation and monitoring of the DEC's strategy, organisational performance and day-to-day management, and helping foster a collaborative leadership culture aligned with DEC values.
- Provide strategic leadership of DEC appeals and funded programmes, helping ensure the right appeals are launched at the right time and that DEC funds are managed effectively and accountably to achieve maximum collective impact, working across the Secretariat, with DEC members and strategic quality and accountability partners to ensure high-quality programme delivery, reporting and assurance to key stakeholders, including the BBC Appeals Advisory Committee and FCDO.
- Monitor the external humanitarian and aid environment, bringing relevant trends and analysis into DEC strategy, planning and policy, and assessing the implications for the DEC and its membership, with particular emphasis on monitoring live crises against DEC criteria for a potential appeal.
- Support effective governance and accountability, ensuring the Board and Membership and Accountability Committee (MAC) have high-quality information and analysis on DEC-funded programmes, key risks, assurance mechanisms and member performance to enable effective oversight of the Secretariat and DEC members; working closely with the MAC Chair to ensure the effective operation of the Committee; and leading the DEC's membership criteria and review process.
- Build and maintain strong relationships across the Secretariat, member agencies and external partners and supporters, championing collaborative working to deliver the DEC's mission and strategic goals and further strengthen the DEC's role and reputation as a responsible, flexible and trusted humanitarian funder.
- Provide leadership to the Programmes & Accountability team, ensuring strong appeal readiness, effective management and oversight of DEC-funded responses, and delivery of the DEC's strategic priorities, supported by effective planning, budgeting and people management.
- Take shared responsibility for ensuring DEC safeguarding policies are effectively implemented across the organisation.

PROGRAMME OVERSIGHT

- Provide strategic direction and oversight of DEC-funded programmes, ensuring the portfolio delivers high-quality, accountable and effective humanitarian responses, aligned with DEC policies, standards and strategic priorities.
- Provide assurance on the performance, financial stewardship and risk management of DEC-funded programmes, ensuring DEC funds are allocated and used effectively, key risks and performance issues are identified and addressed, and the Executive Team, Board and key stakeholders have the analysis and assurance needed for effective decision-making and oversight.
- Drive continuous improvement and impact across the DEC's humanitarian portfolio, working with members and strategic partners to strengthen programme quality and accountability, promote innovation and effective practice, and use evidence and learning to enable members to deliver better aid together.

MAIN RESPONSIBILITIES

MONITORING, EVALUATION AND LEARNING

- Oversee the development and continuous improvement of effective humanitarian alert and monitoring systems, leading the DEC's approach to monitoring global emergency hotspots and ensuring timely information, analysis and intelligence is available to inform appeal decisions and shared across the Secretariat and DEC membership when disasters strike.
- Set strategic direction and provide oversight of the DEC's monitoring, evaluation, accountability and learning approach, ensuring quality assurance in line with the DEC Accountability Framework (DECAF) and Programme Quality, Accountability and Learning systems, Response Reviews and Beneficiary Perception Surveys. Ensure DEC funded programmes are monitored and independently reviewed, assuring funds are used efficiently and effectively, enabling accountability to affected populations, with findings and agreed actions driving continuous improvement in policy and practice.
- Champion the use of evidence, learning and research to strengthen DEC policy and practice, ensuring insights from across the humanitarian portfolio are shared with members and strategic partners and used to inform and influence wider humanitarian practice.

EXTERNAL ENGAGEMENT AND REPRESENTATION

- Lead the DEC's strategic relationship and engagement with FCDO, working closely with the CEO and relevant colleagues to strengthen the partnership and advance shared humanitarian priorities.
- Represent and strengthen the DEC's influence within the wider humanitarian sector, building strategic relationships with members, networks, alliances and humanitarian partners; engaging with developments in humanitarian policy, standards, quality and accountability; and sharing DEC evidence, practice and learning to inform and influence the sector.
- Strengthen the DEC's role and reputation as a responsible, flexible and trusted humanitarian funder, representing the DEC at relevant external, fundraising and communications events, including as a spokesperson where required, and ensuring external initiatives and expectations are aligned with DEC and member priorities.

FUNDRAISING

- Responsible for negotiating and raising UK Aid Match from FCDO.
- Support wider DEC fundraising through engagement with trusts, foundations and other key funding partners, and represent the DEC at fundraising and communications events as required.

OTHER

- This is a key role and the post holder's name will be included on an emergency contact list, for occasional urgent communications.
- Occasional out-of-hours or at evenings or weekends, in response to an emergency or to extra workload, and to attend selected learning and accountability events.
- Occasional overseas visits may be required.

Saleh Saeed, DEC CEO (seated, centre left) and Chair of Trustees Michael Jermey (seated, centre right), with trustees and member charity representatives at the 13 July 2026 board meeting at the DEC office in London. © DEC

PERSON SPECIFICATION

KNOWLEDGE & EXPERIENCE

- Substantial knowledge of the international humanitarian system, procedures, accountability frameworks, and best practice in emergency response management.
- Proven humanitarian programme experience in both natural disasters and complex political emergencies, with a demonstrable grasp of humanitarian best practice and programme quality and standards.
- Comprehensive understanding of exclusion and targeting issues and how agencies can reach and be accountable to the most vulnerable.
- Experience of building personal networks at senior levels, resulting in significant new opportunities for the organisation.
- Highest level of expertise in representation and negotiation with key stakeholders such donors, government institutions and relevant agencies.
- Comprehensive understanding of developing partnerships and working in a membership organisation.

PERSON SPECIFICATION

SKILLS

- Proven skills and experience contributing to the development and delivering of an organisational Strategy as part of a leadership team.
- Relevant senior level leadership and management experience in appropriately sized and complex humanitarian and/or crisis management agency, including field operations experience in a senior position and leading diverse teams.
- Critical thinking and strategic planning skills with the ability to translate strategy and goals into action and work collaboratively with colleagues across the Secretariat to deliver results.
- Clear thinking with sound judgement, with the ability to manage competing demands, make effective decisions under pressure and think creatively to come up with solutions to problems.
- Ability to distil complex information into clear and coherent board reports and presentations.
- Proven skills and experience in a membership environment and leading groups in collaborative decision making, problem solving and planning.
- Highly developed interpersonal and communication skills including influencing, negotiation and coaching.
- Solid project management skills and working across functional teams.
- Strong numeracy skills and competency in programme finance and budgeting.
- Highly developed monitoring and evaluation technical skills gained in an international context, including substantial responsibility for designing and implementing monitoring and evaluation systems.
- Experience of overseeing the implementation of programmes, including ensuring organisational and donor compliance requirements are met and maximum impact is achieved.

QUALIFICATIONS

- Relevant degree level qualification.
- Qualification in humanitarian programme management or qualified by experience.

SECRETARIAT CULTURE AND WAY OF WORKING

- Ensure DEC's values are integral to and are upheld, throughout your DEC journey.
- Acute self-awareness, maintaining behaviour and conduct of the highest standards of professionalism and respect as an ambassador for the DEC.
- Actively contribute to make the DEC a diverse and equitable workplace through inclusive practice and openness to different perspectives, cultures, and ideas.
- Embrace the working culture of a progressive learning and demanding humanitarian secretariat, seeking insight and using problems as opportunities to learn.

DEC'S VALUES AND BEHAVIOURS

WE ARE HUMANITARIAN FIRST Using our mission and mandate to drive impact	WE ARE MORE THAN THE SUM OF OUR PARTS Working inclusively with our colleagues and partners	WE ARE FUTURE READY Preparing ourselves for today and tomorrow
I make decisions with our mission and mandate in mind. I prioritise and pace myself to be ready when it counts. I work openly, honestly and impartially, explaining the 'why' behind decisions. I respond to difficult situations with kindness, compassion and action.	I try new things, share my learnings, and push my thinking. I support my colleagues to strengthen our collective resilience. I step forward to help others succeed. I build relationships and connect with colleagues and partners.	I do what I say I will, and speak up early if plans need to change. I adapt quickly when the situation needs me to. I invite diverse ideas and support from both inside and outside the organisation. I have honest conversations, offering and inviting constructive challenge.

DEC CEO Saleh Saeed visits a school in Lebanon where children affected by the conflict receive psychological support sessions run by a DEC charity and their local partner with support from DEC funds, May 2025. © Carmen Yahchouchi/Fairpicture/DEC

HOW TO APPLY

To apply, please submit a CV and short covering letter, detailing how you fulfil the role description and personal specification to https://PLusPortal.PerrettLaver.com, quoting reference **8648**. The deadline for applications is **9:00am BST on Monday 12th October 2026.**

The role is based in London, United Kingdom. The successful candidate will be expected to work regularly from the DEC's London office (at least 2 days per month, plus additional in person meetings; and for approx. 2 full weeks during appeals), with flexibility for home working. Given the nature of the DEC's work, the role may occasionally require out-of-hours, evening or weekend working in response to humanitarian emergencies, as well as attendance at relevant learning, accountability, fundraising and sector events. Occasional overseas travel may also be required.

The salary is £85,000 per annum; role is full time.

Perrett Laver will conduct an executive search process in parallel with the public advertisement of the role. Longlisted candidates will be invited to interview with Perrett Laver in October, and the Selection Panel will subsequently meet to decide upon a final shortlist for the post in November, following which interviews will take place towards the end of November. If you require any reasonable adjustments to assist you in the selection process, please advise us of these so that we can make appropriate arrangements.

The DEC is an equal opportunities employer and provides opportunities to learn and grow in an inclusive, supportive, and productive environment. We encourage applications from anyone who can meet the criteria, regardless of gender, race, age, disability, sexuality, or religion.

To confidentially get in touch about this role, or for advice on your application please contact George Hourmouzios, Principal Research Associate george.hourmouzios@perrettlaver.com for a confidential conversation. Should you require access to these documents in alternative formats, please contact Freya Coombes, freya.coombes@perrettlaver.com.

If you have comments that would support us to improve access to documentation, or our application processes more generally, please do not hesitate to contact us via accessibility@perrettlaver.com.

PERRETT LAVER'S GDPR POLICY

Protecting your personal data is of the utmost importance to Perrett Laver and we take this responsibility very seriously. Any information obtained by our trading divisions is held and processed in accordance with the relevant data protection legislation. The data you provide us with is securely stored on our computerised database and transferred to our clients for the purposes of presenting you as a candidate and/or considering your suitability for a role you have registered interest in.

Perrett Laver is a Data Controller and a Data Processor, and our legal basis for processing your personal data is 'Legitimate Interests'. You have the right to object to us processing your data in this way. For more information about this, your rights, and our approach to Data Protection and Privacy, please visit our website: https://perrettlaver.com/privacy-statement/.

Daw Mi Mi (left), a health worker who lost her home in the earthquake in Myanmar, is among the women in her Inle Lake village selected to receive a new house through DEC-funded support. © Phyo Maung Maung/Arete/DEC

DEC CEO, Saleh Saeed, visits earthquake-affected communities in La Guaira, Venezuela, alongside World Vision CEO, Fola Komolafe. © DEC

Perrett Laver

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