



TURQUOISE MOUNTAIN

Job Description and Person Profile

Country Director – TM Palestine

Background

Turquoise Mountain supports artisan communities to protect and revitalise their heritage. Our work is rooted in the belief that cultural heritage has the power to transform lives. Founded in 2006 by His Majesty King Charles III, we work directly with artisan communities in Afghanistan, Myanmar, Saudi Arabia and Palestine. To date, we have supported over 11,500 artisans across 86 craft traditions, restored more than 170 historic buildings, and provided primary healthcare and education for artisans' families.

Turquoise Mountain has been working in the West Bank since the beginning of 2023 and has a strong and committed team, and works with a number of highly experienced local partners, as well as a network of talented artisans. This is an important time for Turquoise Mountain's project in Palestine going into its fourth year – it is established but has much to do in furthering its mission to support artisan communities as they continue to face many challenges. We are looking for a person who is a decisive leader, but who has the humility to truly listen to their team, our partners, artisans and the experienced colleagues in our central team. Someone who can navigate the dynamic challenges of working in the West Bank, and bring creativity and passion to the role. Someone who can strategically plan and manage risks, work within a budget, and effectively manage partners to deliver project outcomes. The successful candidate will have the support of a warm, friendly, experienced and patient global team, not to mention an incredible team in country.

If you are committed and inspired by this role, please do apply as we would love to meet you.



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Job Description	
Job Title	Country Director
Department	Palestine
Team	Senior Management Team
Reports to (Line Manager)	CEO
Job Purpose Summary	Manage the existing programmes and staff of Turquoise Mountain Trust in Palestine. Lead on fundraising and strategic planning for all aspects of TM's activities in Palestine.
Key Responsibilities and Accountabilities	
Core Responsibilities Leadership, Collaboration & Line Management Communicate a clear vision of present and future programme goals and strategies to team members. Incorporate their feedback, and the best of their skills into the programme. Manage, recruit and motivate a skilled, efficient team; incorporate staff development strategies and performance management systems into the team-building process. Programme Design and Management Implement the strategy of Turquoise Mountain Trust, as directed by the CEO and Trustees to support artisans in Palestine across Turquoise Mountain's key areas of work: Livelihood, Heritage, Skills & Practice, Wellbeing, and Connection. Please note that a fundamental way in which the organisation supports artisans is through the sale of craft products to international markets, and that many of the activities, accordingly, are commercial in nature. Establish a vision for new programming that leverages Turquoise Mountain's value proposition and networks in Palestine to optimise support to artisan communities. Operations and Financial Management - Ensure program implementation is on time, on target and on-budget. - Manage and develop the programme infrastructure and systems including financial management, operations, and donor relations, ensuring effective, transparent use of resources, and timely reporting systems, in compliance with Turquoise Mountain and donor policies/procedures. - Ensure that all donor reporting requirements are met and that a proactive approach to communication is adopted with all key stakeholders to the Palestine operation. - Oversee strategic budgeting and budget management of all internal programmes, and sub-grantees/sub-contractors as applicable. - Maintain and develop systems that ensure the safety and security of the team in all aspects of its work according to best practices, Turquoise Mountain operating standards and field realities. Coordination, Representation and External Relations - Represent Turquoise Mountain in Palestine with all relevant stakeholders. This includes, but is not limited to, the Palestinian Authority, the community around our footprint in Bethlehem,	



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the project staff and wider beneficiary group, implementing partners and the wider creative and heritage sector in Palestine, the International Donor Community, and National and International Media.

- Represent Turquoise Mountain outside of Palestine where appropriate and upon request. This may include, and is not limited to, international collaboration on projects, fundraising efforts, and communication with Board members and stakeholders abroad.
- Communicate a clear vision of present and future programme goals and strategies and actively cultivate productive relationships with internal and external constituents.

Strategic Development & Fundraising

- Explore, propose and implement new programming in line with the mission of Turquoise Mountain Trust, and in conjunction with the CEO.
- Lead the annual country planning process and report to the CEO and Board on the aims, achievements and issues on the programme.
- Lead on institutional fundraising with support and oversight from the COO.
- Explore, evaluate and present innovative funding opportunities, leveraging impact and integrating activities with other NGOs, Art Institutions, International Organisations and other potential project partners.

Cross-working

Active engagement, integration and collaboration with Turquoise Mountain's Global Teams is essential across:

- Commercial
- Creative (design development, exhibitions, training etc.)
- Operations – HR, Finance, MEAL, IT etc.

This list is not exhaustive, and other duties may be required as determined by the needs of the organisation.

Person Profile

Person Profile	
Job Title	Country Director
Professional approach: A genuine collaborator in approach, with natural leadership qualities and an ability to build teams, whether directly under their management or within the wider organisation. Ability to coach and mentor senior managers, empowering others and helping them to take ownership in their areas of expertise. Experience of managing risk in a frequently changing landscape, bringing a flexible approach. Ability to take in information and distil salient points and priorities. Ability to synthesize different information and apply creativity and vision to programme design and country office leadership.	
Personal attributes:	



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An energetic and hands-on self-starter.

A creative thinker, who can identify and create opportunities and overcome challenges.

A team worker.

A great communicator.

Someone with appreciation and respect for Palestinian culture and heritage.

Someone with a commitment to inclusivity.

Someone with the ability to work on own initiative, manage and organise own workload and meet deadlines.

Someone who is dependable and credible, with the ability to establish good working relationships at all levels and work across dispersed teams.

Someone who is outcome and impact focussed.

Someone comfortable with dynamic risk management in complex, changeable environments.

Qualifications:

We are open to candidates qualified by experience.

Formal qualifications that may be advantageous include regional or thematically relevant subjects such as architecture, design, engineering, art history, area studies, Arabic studies, anthropology – but this list is by no means exhaustive and Turquoise Mountain has had many successful Country Directors from a range of backgrounds which speaks to the breadth of the role of Country Director. Open-mindedness, creativity, willingness to learn and ability to learn quickly are considered more important. Candidates with private sector experience/background are also welcome to apply.

Specific job skills and experience:

Essential

- Extensive experience in a Programmes or Operational leadership role within an INGO or social enterprise or other equivalent organisation working in complex or challenging regions.
- Experience in a leadership role.
- Experience of leading and mentoring a diverse team working across programmes and operations.
- Successful track record of managing complex budgets including restricted funds.
- Experience of working with donor reporting requirements and programme budgets.
- Strong interpersonal and communication skills with the ability to build relationships at all levels with colleagues both locally and across international departments, and with external stakeholders.
- Experience of working in a matrix-management or delegated responsibility environment.



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- Ability to contribute to the management of dispersed, in-country, finance colleagues, while not taking direct line-management responsibility for them.

Desirable

- Levantine Arabic language skills would be very advantageous
- Previous work experience in Palestine is desirable
- Experience of working with artisan communities or within cultural heritage would be an advantage although not essential

Skills and abilities:

Essential

- Good IT skills including experience of all Microsoft office applications – Word, Excel, Teams, Outlook, SharePoint etc.
- Excellent organisational skills.
- Capable of working under pressure to meet deadlines and dealing with multiple priorities.
- Excellent written and spoken English to an international standard.
- Excellent writing skills across proposals, reports, presentations, etc.
- Ability to communicate effectively and build trust with all internal and external stakeholders is essential.
- Must have exceptional communication skills and the ability to navigate complex situations with poise.

Desirable

- Ability to speak Arabic highly desirable.

This role is based full-time in the West Bank, working primarily out of our office in Bethlehem.

Remuneration is between \$7,900 and \$9,500 per month, depending on experience.

Candidates should submit their covering letter and C.V. to: vacancy@turquoisemountain.org. In the subject line of the e-mail, please mention – ‘Country Director – Palestine’ and your last name.

Kindly combine covering letter and C.V. as one pdf document.

Please submit your application as soon as possible, but by no later than 31st October 2025. We reserve the right to bring the closing date forward in case of a large volume of applications.