

Country Manager, Jordan

A founding leadership role at a pivotal moment, shaping the future of Seenaryo in Jordan

Location: Amman, Jordan (office-based)

Contract: Full-time, 5 days per week | 1-year contract with strong likelihood of renewal

Salary: 1,850 – 2,250 JD per month (commensurate with experience, inclusive of tax and social security).

The advertised salary range reflects our current budget for the role. We recognise that exceptional candidates may have different salary expectations, and we would be open to discussing these with the right candidate.

Start Date: Anytime from 1st September - 1st December 2026, based on candidates' availability

Reports to: Joint CEO

APPLICATION DEADLINE: We are accepting applications on a rolling basis. The position will remain open until filled.

About Seenaryo

Working in Lebanon, Jordan, Palestine and Syria, Seenaryo uses theatre and play to support mental health, shape futures, and drive social justice. Over ten years, Seenaryo has developed a unique and radically participatory approach to theatre and learning. What began in community spaces in 2015, has moved into classrooms, onto stages and toured to international festivals. Reaching over 205,000 people in the last decade, Seenaryo won the Digital Innovation of the Year - Learning prize at the 2025 PIEoneer Awards, the Resilience in Action Award at HundrED 2024, and the Arts, Culture & Heritage prize at the 2023 UK Charity Awards.

Seenaryo in Jordan

Seenaryo Jordan is at a defining moment. Having established strong roots, a talented team, meaningful partnerships, a growing reputation, and a registered NGO presence, we are now moving into a phase of greater independence and autonomy from our UK office. We are looking for a Country Manager who will take ownership of that journey: someone who can hold the whole picture, the people, the finances, the culture, the partnerships, and lead Seenaryo Jordan with confidence, care and vision as it becomes a confident, autonomous entity, specific to the communities it serves in Jordan.

About the Role

This is a senior leadership role with full responsibility for Seenaryo Jordan's operational, financial, and organisational health. You will lead a talented and committed team, hold legal and governance accountability for the Jordan entity, and serve as the primary bridge between Seenaryo Jordan and our regional and UK leadership.

Day to day, this role will feel like: holding a team through complexity with calm and clarity; making decisions (sometimes under pressure) with incomplete information; building systems that last; representing Seenaryo with warmth and authority to funders, government and partners; and creating a workplace culture that centres on staff wellbeing and that people are proud to be part of. The scope of this role has the potential to grow significantly based on the strengths and ambitions of the right candidate.

Core Competencies

We hire for character and competency first. These are the qualities we are looking for:

Commitment to theatre & play

Seenaryo believes in the power of arts and play to change lives. This candidate does not need to be an artist themselves but having genuine respect and enthusiasm for what we stand for, is essential.

Commitment to care

We work with humans first and foremost - our team, our participants, our partners. Above all human care is at the centre of what we do. This means being able to be kind and hold space in a safe way - even when the answer is no or the conversations are difficult. Wellbeing and safety of those we work with is the priority and never something that should be compromised 'to get the job done'.

Commitment to excellence

At Seenaryo we believe in the dignity of excellence. We take our participants and the quality of our work seriously. We are looking for someone who takes pride in the quality of Seenaryo Jordan's work - someone who does not cut corners, who notices what others miss and whose attention to detail reflects their respect for the organisation and those it serves.

Confident & accountable leadership

Someone who can form a clear sense of where things are going and why and is able to take genuine responsibility for outcomes. This means being decisive when it matters but also knowing when consultation is critical, and knowing the difference between the two. We are looking for someone who can inspire confidence without demanding authority.

Open & effective communication

This role means understanding the dynamics of a multicultural, cross-border organisation and using effective communication skills to bring a diverse group of team members and stakeholders on a journey with you. We are looking for someone who can be an open and clear communicator and someone who can navigate difficult conversations with directness and empathy.

Growth mindset

We are always learning and this happens most effectively when we celebrate and learn from failure, when we're accountable for our own actions and when we seek solutions with humility

and curiosity. We are looking for a leader who can model these qualities by embracing a growth mindset and a reflection approach to this leadership role.

Resilience and adaptability

The nature of working with underserved communities in challenging social, political and economic circumstances requires a level of strength and resilience. We are looking for someone who can work under pressure without losing perspective or warmth and who can manage uncertainty well. When things go wrong, we need a leader who is able to stay grounded, problem-solve creatively, and help others do the same.

Key Responsibilities

Team Leadership & HR 30%

- Lead, inspire and support the Seenaryo Jordan team, fostering a culture of collaboration, integrity, and excellence.
- Manage HR for the Jordan core team: recruitment, onboarding, performance management, conflict resolution, pastoral care and professional development.
- Oversee office management and operations, ensuring the team's physical workspace, equipment, and material needs are fully met, while guiding policies around office hours and hybrid working decisions to support a productive environment.
- Support staff wellbeing and be a visible, trusted presence for the team, especially in moments of difficulty or uncertainty.
- Monitor developments in Jordan and lead on crisis and risk management when needed, in collaboration with regional leadership.
- Line manage members of the Core Team providing technical support, coaching style support and pastoral and HR guidance

Programmatic & grant oversight 20%

- Maintain oversight of all grants related to Jordan and Palestine from a top-line perspective: aware of general progress, potential risks and any blocks.
- Manage some high level grants as budget holder and donor liaison where necessary.
- Have a thorough understanding of programmes being run in Seenaryo Jordan with an ability to troubleshoot blocks faced by the technical team and provide helpful advice as needed.
- Be able to present effectively and in detail on Seenaryo Jordan's programmes and grants with an ability to discuss current gaps and potential opportunities with partners, donors and other stakeholders.
- Support the project team by attending partner meetings where needed.
- Support the fundraising and grants team as needed, including contributing to bid writing, donor reporting and evaluation.

Strategic Oversight 20%

- Contribute to and take ownership of Seenaryo Jordan's strategic direction, in close collaboration with the UK and regional leadership team.
- Feed into quarterly UK board meetings and represent the Jordan programme at a senior organisational level.
- Support the long-term development of Seenaryo Jordan as an increasingly autonomous entity with its own identity, systems and leadership capacity e.g. establishing a Jordan advisory committee.
- In close collaboration with the Jordan Arts Team support on guiding the strategy for expansion of Seenaryo's work in Palestine

Operational & Financial Management 20%

- Ensure all Jordan operations comply with Seenaryo's Standard Operating Procedures and relevant Jordanian legislation, including registration, tax, social security and audit obligations.
- Lead on legal compliance, including liaising with the lawyer, maintaining NGO registration status, government permissions, and keeping activities current on the Takamul Platform.
- Provide financial oversight: budget management, payroll, bank signatory responsibilities, monthly reconciliation of petty cash and bank accounts with the Finance Manager.
- Lead on the annual office/overheads budget & procurement plan and track spending on this in close collaboration with the Jordan Finance Manager.
- Oversee end-of-year accounts in collaboration with the accountant, Finance Manager, and UK Finance Manager.
- Manage financial risk, governance and safeguarding in line with Seenaryo policy and Jordanian requirements.

Communication, Representation & Partnerships 10%

- Represent Seenaryo externally with funders, government bodies, partner organisations and public platforms, building relationships that reflect the organisation's values and ambitions.
- Successfully pitch Seenaryo and tell the story of Seenaryo's journey and impact.
- Liaise regularly with the UK and Lebanon teams, maintaining strong cross-organisational communication and coherence.

As part of a growing and ambitious organisation, the Country Manager will also engage with tasks across the wider team as needed and in agreement with their line manager. This role has genuine scope to evolve.

Experience & Qualifications

We are looking for someone with the following background, though we know that experience takes many forms and we encourage applications from candidates who may not tick every box.

Essential

- At least 5 years' experience in a senior operations, management or leadership role within an NGO or community-based organisation.

- Demonstrable success in people management including recruitment, performance management, and navigating conflict.
- Demonstrated experience contributing to organisational strategy and translating strategic priorities into effective operational delivery.
- Significant experience overseeing organisational finances, including budgeting, financial planning and multi-donor budgets.
- Demonstrated experience strengthening organisational systems, policies or operational processes.
- Experience leading organisations through periods of change, uncertainty or crisis.
- Excellent written and spoken English; ability to support Arabic-English communication.
- Understanding of the complex socio-economic, political, and humanitarian dynamics within Jordan and the wider region.

Desirable

- Experience leading organisational growth, organisational change or institutional development.
- Experience establishing or strengthening new teams, systems or organisational functions.
- Experience supporting board governance, advisory committees or senior organisational leadership.
- Experience managing institutional donor relationships, including grant management and reporting.
- Experience leading or overseeing safeguarding within an organisation.
- Experience in play-based learning, theatre, arts or creative education.
- Strong knowledge of Jordan Labour Law, tax and social security requirements, and NGO compliance in Jordan.
- Experience building relationships with government bodies, ministries or other senior external stakeholders in Jordan.
- Experience working within arts, education, child development or community development related sectors.

What We Offer

- 1,850 – 2,250 JD per month (commensurate with experience, inclusive of tax and social security)
- A 1-year employment contract with a strong likelihood of renewal based on performance and funding, with a 3-month probation period.
- A genuinely meaningful role at a pivotal moment for the organisation.
- A collaborative, values-driven team that cares deeply about its work and each other.
- Opportunities for professional development and growth, with scope for the role to expand.
- The chance to help shape what Seenaryo becomes in Jordan.
- An annual professional development budget for investment in career goals and wellbeing.

How to Apply

We are accepting applications on a rolling basis. The position will remain open until filled. To apply, please complete [this google form](#). We will review applications as they come in and contact shortlisted candidates for interviews.

Seenaryo is an equal opportunities employer. We strongly encourage applications from people with lived experience of the communities we work with, and from candidates who reflect the diversity of Jordan and the wider region i.e. people who are Jordanian and people of other nationalities. Ideally candidates have permission to work in Jordan (i.e. work permits for non-Jordanian citizens) but this should not exclude interested candidates without work permits from applying.

For questions about the role, please contact: lara@seenaryo.org.