

JOB DESCRIPTION

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| Job title: | Director, Conflict Sensitivity Resource Facility (CSRF), South Sudan |
| Location: | Juba, South Sudan |
| Contract duration: | Open, dependent on funding |
| Budget responsibility: | Programme budget of £8.1 million over 5 years (with potential to increase) |
| Management responsibility: | <ul style="list-style-type: none"> • Line management of team of 6 in Juba • Matrix management of technical experts outside of South Sudan • Programme Management • Financial Management |
| Reporting to: | Head of Conflict Advisory Unit in Saferworld |
| Key relationships: | <ul style="list-style-type: none"> • Saferworld staff in South Sudan: Country Director, Programme Manager, Operations Manager, Finance Manager, HR Manager, Area Project Managers, Safety & Security Advisor • Funding Manager in Kampala • Saferworld staff in London: Conflict Advisory Unit; Global Policy and Advocacy; Communications; Fundraising; and Finance teams • Consortium agencies: swisspeace (Switzerland) • Associate Partners: CDA Collaborative Learning Platform (US); REACH (Switzerland/ South Sudan) |
| Salary range: | A competitive salary plus benefits will be offered |
| <p>Background</p> <p>Saferworld is an independent international organisation working to prevent violent conflict and build safer lives. We work with local people affected by conflict to improve their safety and sense of security, and conduct wider research and analysis. We use this evidence and learning to improve local, national and international policies and practices that can help build lasting peace. Our priority is people – we believe that everyone should be able to lead peaceful, fulfilling lives, free from insecurity and violent conflict.</p> <p>We have a strong thematic focus to our conflict prevention work prioritising: people’s security and access to justice services; gender norms that cause and perpetuate violent conflict; the impact of</p> | |

external conflict drivers including weapons flows; conflict-sensitive political, economic, development, and security engagement; and inclusive and accountable governance and peacebuilding processes. We work in or on more than 25 countries and territories; we currently have regional and country programmes in Central and South Asia, the Caucasus, Eastern Europe, the Horn and Great Lakes regions of Africa, and the Middle East and North Africa.

We have been working on and in Sudan and South Sudan since 2008, including on issues of community security, small arms control, and conflict-sensitive development. Since 2016, we have managed the Conflict Sensitivity Resource Facility (CSRF), in collaboration with our partners swisspeace and CDA. The CSRF is a multi-donor initiative, supported by DFID, Switzerland, Canada and the Netherlands. The facility supports donors, implementing partners and the wider aid community in South Sudan to adopt conflict sensitivity into strategies and programmes by encouraging coordinated responses to emerging risks in the South Sudan context; undertaking research, analysis and advocacy on relevant topics to inform programming decisions and strategies; delivering training and institutional strengthening; and capturing and disseminating learning and best practices in South Sudan and globally.

Following the successful implementation of the first phase of the CSRF, Saferworld was contracted to manage an expanded facility, with a contract running until 2023 with a possible extension. The CSRF is implemented by Saferworld and swisspeace, with inputs from REACH and CDA.

Job Purpose:

The Director will provide strategic leadership for and manage the operations of the CSRF. Activities are expected to be mainly in Juba, South Sudan with occasional travel to other locations in South Sudan, as well as internationally and in the region as necessary. Key functions are:

- Strategic leadership and direction
- Programme, operational and staff management
- Financial and budget management
- Representation and beneficiary relationships
- Safety, security and risk management
- Cross-consortium and multi-donor relations

Key Areas of Responsibility:

1. Strategic leadership and direction

- Lead the CSRF in-country and consortium partner staff out-of-country in providing high-quality conflict-sensitivity advice and support services, based on ongoing analysis and understanding of the context in South Sudan
- Lead in programme planning, implementation and adaptation for delivering the activities of the CSRF, coordinating with Saferworld's Country Team
- Coordinate internal collaboration and coordination with other teams within Saferworld, including the South Sudan Country Programme, the Conflict Advisory Unit, Global Policy and Advocacy, Communications and Finance teams in London.

2. Programme, operational and staff management

- Provide line management of up to 6 staff members in South Sudan.
- Inspire team members to internalise, respect, and practice Saferworld's core values; lead and encourage a team culture of learning, sharing, creativity, and innovation.
- Manage day-to-day operations of the CSRF in Juba, in coordination with the Saferworld South Sudan Country Director, Conflict Advisory Unit and Operations Team.
- Ensure that all staff understand and are able to perform their role during times of crisis as well as stability.

- Ensure full compliance of all staff members with South Sudan's safety and security plan, ensuring procedures are updated and staff briefings and trainings are provided regularly and as needed.
- Provide guidance and maintain collaborative working relationships with CSRF partners, including swisspeace, REACH and CDA (not in-country) and South Sudanese partners.

3. Financial and budget management

- Oversee the finance functions to ensure compliance with organisational policies and procedures across CSRF services.
- Act as budget holder for the CSRF budget, overseeing all programme expenditures and financial reporting in line with Saferworld's organisational policies and procedures and in coordination with the Finance Teams in Juba and London.

4. Representation and beneficiary relationships

- Build and maintain positive and productive relationships with the core donors (UK, Switzerland, Canada and the Netherlands) on the CSRF Management Committee and their strategic implementing partners, as well with a broad range of influential actors within the aid system in South Sudan (such as humanitarian, development and peacebuilding NGOs, donors and multilateral organisations, as well as policy influencers and academics).
- Represent the CSRF on the Management Committee and report to the Committee, as per the schedule to be agreed at the start of the programme.
- Represent the CSRF at external meetings in South Sudan or internationally, including with donor implementing partners who are interested in or targeted by the CSRF.
- Raise the CSRF's profile among the donor community and international partners in South Sudan and internationally as appropriate.
- Manage communications with the Government of the Republic of South Sudan regarding the purpose and activities of the CSRF, and maintain positive and productive relationships with the GoRSS institutions targeted by the Management Committee as secondary recipients.

5. Safety, security and risk management

- In collaboration with the South Sudan Country Director and Safety & Security Advisor, ensure the safety and security plans for CSRF are regularly reviewed and updated, and ensure that all staff (including CSRF staff, consortium partners, and consultants) fully comply with the policies and procedures contained therein.
- In collaboration with the Country Director and Safety & Security Advisor, engage with safety and security stakeholders in the UN, NGO Forum, other security organisations, including private companies, to keep abreast of ongoing security developments.
- Ensure optimum safety of CSRF staff, consultants and partner staff as per agreed standards and use any information/learning to guarantee safety of staff.
- Maintain a risk analysis and review and update regularly; ensure Safeguarding risks, and other risks associated with fraud, bribery, money laundering, and reputation of Saferworld are prevented and managed.
- Be aware of and manage any potential conflicts of interest that may arise between the CSRF and Saferworld's broader South Sudan programme, or the activities of South Sudanese or consortium partners.

6. Cross-consortium and cross-organisational relations

- Coordinate the inputs of the partner organisations, including consortium partner swisspeace, and associate partners CDA and REACH, in activities in South Sudan; and provide input into the activities conducted by the partners outside of South Sudan.
- Coordinate the inputs of staff from other Saferworld teams, notably the conflict sensitivity and research technical advisers from Saferworld and swisspeace, and support the CSRF activities, Communications, Finance, Operations and Human Resource teams in London.

- Support the sharing of lessons, analysis and skills development opportunities between CSRF staff and other Saferworld staff in South Sudan, and if appropriate in other Saferworld programmes.

PERSON SPECIFICATION

Knowledge

- Master's degree (or equivalent) in international relations, political science, conflict, justice or security studies, or a related field.
- Proficient understanding of discourses on conflict sensitivity, conflict prevention, conflict early warning and early response, peacebuilding, governance, gender and inclusion, rule of law and nation-building; and of the international policy environment in which these issues are addressed.
- Deep knowledge and experience of navigating the international aid system, including understanding of current humanitarian reform processes and the SDG frameworks
- Knowledge of South Sudan and donor programming in South Sudan is desirable.

Experience

- Experienced manager with significant proven sound experience managing and overseeing multi-sectoral programmes for development, humanitarian and/or peacebuilding/conflict prevention organisations in conflict-affected contexts
- Experience of leading and mentoring multi-cultural teams in a constantly changing environment
- Experience of working with multiple organisations / consortia
- Proven experience of designing and delivering successful organisational change, or solving complex issues, through analysis, definition of a clear way forward, and ensuring buy-in, internally and externally
- Experience of living and operating in complex conflict-affected environments and of managing crisis situations requiring quick changes to programme and operational priorities and rapid response
- Proven experience of building personal and professional networks and relationships at a senior level and with donors, governments, and international and national civil society
- Proven experience of quality control and efficient delivery of programme outputs; and timely reporting to donors
- Excellent understanding and experience of programme, financial/budget, and operational and HR management processes. Experience managing delivery of DFID led, and/or multi-donor funded programmes in challenging contexts is highly desirable
- Experience of managing safety and security needs in a challenging and unstable security environment
- Previous experience working in/on South Sudan and/or the region is highly desirable

Skills

- Exceptional communication skills, verbal and written, especially in a multi-cultural and multi-linguistic context and targeting a variety of audiences, including donor agencies, government, and international and national civil society
- Ability to engage in policy and strategic discussions on peacebuilding, humanitarian, recovery and development interventions
- Excellent analytical and strategic thinking skills, including on conflict and/or governance analysis, M&E and lesson learning
- Technical expertise in conducting capacity-building on conflict-sensitivity highly desirable
- Facilitation and training skills highly desirable
- Commitment to and compliance with Saferworld's safeguarding principles

TERMS AND CONDITIONS

- Location:** The position will be based in Juba, South Sudan
- Salary range:** A competitive salary will be offered plus additional benefits, including quarterly R&R allowance and 9% employer contribution pension.
- Holidays:** 28 days per year, in addition to agreed South Sudan public holidays
- Hours:** Standard working week is 37.5 hours a week (Monday-Friday)
- Probation:** There will be a probationary period of three months.

APPLICATION PROCESS

Recruitment information: To apply, please fill in an application form (a copy of which can be found at www.saferworld.org.uk/jobs/jobs) and send it to jobs@saferworld.org.uk (please use subject heading: Ref: CSRF Dir). We regret that only shortlisted candidates will be contacted. Please do not send a CV as this will not be accepted in the place of, or in addition to, a completed application form.

Deadline for applications: Midnight (UK time) on 5 May 2019.