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Approved by labour
officer



Hai Neem
Juba, South Sudan
www.psi.org

Job title: **Deputy Director Programs**
Based in: Juba, South Sudan
Up to 20% of travel around South Sudan
Date of announcement: 7th-May 2019
Deadline: 6th-June 2019

We're Population Services International (PSI), the world's leading non-profit social marketing organization. In South Sudan, we work together with other partners under the supervision of the Ministry of Health to improve the lives of the people.

PSI began operations in South Sudan in January 2005, distributing Long-Lasting Insecticide-Treated Nets (LLIN) through the commercial sector and implementing behavior change communication on HIV/AIDS. Over the years, PSI has continued its presence and expanded operations to include a comprehensive hygiene, sanitation and safe water program. Currently, PSI plays a critical role in fund management and supporting procurement and supply chain for malaria commodities. We work closely with the Ministry of Health and implementing partners to deliver essential malaria services across the country.

Our team is looking for you to join our diverse group of professionals with wide ranging backgrounds. Regardless of our background, we bring a common passion and commitment to go beyond the call of duty to serve the people of South Sudan. For more information, please visit: www.psi.org

RESPONSIBILITIES:

We are looking for a Deputy Director to partner with PSI/South Sudan leadership to implement a \$45m Global Fund malaria grant. This grant is delivered in close collaboration with the Ministry of Health (MOH). The National Malaria Control Program (NMCP) is responsible for technical oversight for the grant. The position's key deliverables include partnership coordination and capacity development to implement: LLIN distribution, Boma Health Initiative to fill gaps / ICCM work, monitoring and evaluation to ensure verification of quality program implementation, coordinating with the NMCP on malaria studies including TET, contribute to RSSH initiatives as needed, and coordinating with PSI's procurement / supply chain and finance teams. The Deputy Director will lead a team of PSI team members (direct and indirect reports). We are looking for someone with strong humanitarian experience with a track record of delivering results in fast-paced environments under challenging conditions. The successful candidate will strengthen relationships with the MoH and existing and future program partners.

Your contribution

You will be responsible for the overall development, management and implementation of the Global Fund malaria grant in collaboration with PSI/South Sudan leadership.

Program Management

- Provide quality and timely management of project lifecycle for current projects including meeting programmatic and financial deliverables.



South Sudan HR - Dep't
Health Lives, Measurable Results

Date: 7.5.2019



South Sudan



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- Develop and implement annual work-plan and monitoring and evaluation activities, with an emphasis on quality, timeliness, and overall value-for-money.
- Partner with PSI's evidence team to oversee research activities to evaluate and measure program effectiveness and to maximize health impact, including further innovation within existing program areas and expansion into new areas;
- Contribute to financial and other reporting requirements for donors and PSI Washington.
- Track distribution figures from Sub Recipients / consortium partners, as well as the partners' technical and financial performance; recommend remedial action to PSI/South Sudan leadership where necessary.
- Identify future new program areas and funding opportunities for PSI to create greater health impact in South Sudan.
- Support the application of appropriate internal controls to protect donor assets.

Compliance

- Implement measures to address relevant audit findings by the LFA and other external and internal audits.
- Ensure all direct and indirect reports understand and respect grant regulations.
- Promote and demonstrate an ethical environment in line with PSI's values and code of conduct.

Coordination

- In coordination with PSI/South Sudan leadership, promote effective relations with the Ministry of Health, CCM, subrecipients, and other partners and stakeholders.
- Enhance PSI's involvement within the overall coordination mechanisms in South Sudan at all levels.
- In coordination with PSI/South Sudan leadership, maintain and foster external relations with strategic partners such as government institutions and position PSI with multiple donors, NGOs, and commercial entities.

Capacity-building and Management

- Contribute to implementation of high impact and sustainable SR capacity-building initiatives, to increase ownership and management of their subawards and achieve project deliverables, with a focus on accountability, transparency and quality.
- Liaise with PSI/South Sudan leadership on key events including technical and representational opportunities.
- Lead, assess and develop direct and indirect reports through building technical- and management-related key performance indicators, to build and empower a sustainable South Sudanese program implementation team, with particular emphasis on staff supporting NMCP.

Fulfill other management functions as required by supervisor.

What are we looking for?

The candidate we hire will embody PSI's values:

- **Measurement:** You use hard evidence to make decisions and guide your work. You set clear goalposts in advance and explain clearly if you need to move them.
- **Pragmatism:** You'll strive to deliver the best possible result with the resources available. You won't be paralyzed by a need to make things perfect.
- **Honesty:** You own your mistakes and are open about your shortcomings – it's the only way you'll learn and improve.
- **Collaboration:** You'll quickly establish a mental map of whom you can rely on for what, on your team, at headquarters, and in our country offices – if you try to do it all yourself, you won't succeed.
- **Trust:** You accept limits to your sphere of control and give colleagues the benefit of the doubt
- **Commitment:** You are in it for the long-haul and want to grow with the organization, just like PSI serves its consumers and partners with host-country governments through thick and thin.

Our ideal candidate will possess:

- At least 8 years of experience managing people, budgets, and public health programs.



- A Master's Degree of Advanced Graduate degree in Medicine, Business, Finance, Public Health or Health/Biological Sciences is preferred; undergraduate degree required.
- Significant operational and program management experience preferably in South Sudan, with demonstrable experience in the management of grants with strength with Global Fund grants.
- Demonstrated ability to build the local technical, management and leadership capacity.
- Fluent in spoken and written English, with excellent oral and written communication skills
- Financial management experience, international business, strategic management and product distribution.
- Exceptional references required.

What would get us excited?

You get things done. You have experience managing International Prime Awards and/or Subawards in a developing country. You know how to "just get it done" while navigating the demands of ensuring compliance with award terms and conditions, including financial, programmatic and contractual deliverables, in a challenging work environment.

Problem solver. You have a proven ability to work collaboratively across departments, cultures and languages, as well as think out of the box to creatively and efficiently solve complex problems.

A connector. You have experience working with Ministries of Health, community-based and international organizations, and global health donors. You are a team player and a leader, and have strong interpersonal skills that allow you to effectively interact with all players within the project life cycle.

Capacity-builder. You are passionate about building national ownership of programs and implementation, and will strive to build the capacity of both internal staff and partners, where applicable, to advance this objective.

Highly organized. You pay great attention to detail, particularly when abiding by policies and procedures set by funders.

Position Type

- Fixed Term: 12 months with opportunity to extend.
- Reserved for South Sudanese national

PSI is an Equal Opportunity Employer and encourages applications from qualified individuals regardless of actual or perceived race, religion, color, sex, age, national origin, disability, sexual orientation, marital status, personal appearance, matriculation, political affiliation, family status or responsibilities, gender identity or expression, pregnancy, childbirth, related medical conditions or breastfeeding, genetic information, amnesty, veteran, special disabled veteran or uniform service member status or employment status.

Eligibility: Nationals of South Sudan

Interested candidates may apply via e-mail: jobs@psi-southsudan.org or you can drop hard copy of their CV, cover letter and list of referees to Reception's Desk at PSI South Sudan Juba Office reception @UAP Equatoria Tower.

