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BACKGROUND:

Mercy Corps has been operational in South Sudan since 2005 and is currently engaged in humanitarian responses. The emergency response program in Unity State provides life-saving support to IDPs and host communities affected by the current fighting. Mercy Corps is well represented in the northern states of South Sudan with field offices in each of these states/areas with its country office in the capital of Juba. In Unity State Mercy Corps has been running different programs from three field offices: Rubkona, Panyijiar and Koch counties. In the three counties WASH is one of the major components of the interventions funded by USAID/OFDA, UNICEF and SSHF. Mercy Corps has strong operational presence in Unity state where the humanitarian needs are vast.

Deputy FSL Manager (1 Position based in Panyijar)

GENERAL POSITION SUMMARY:

DFID awarded Mercy Corps to implement a Resilient Communities through Viable Economic Recovery (RECOVER) program in South Sudan. This program has been designed to respond to the specific needs, along with the complexity and diversity of shocks and stresses faced by targeted communities and the resultant vulnerabilities these create for women, men, girls, boys and youth. The program will meet households' immediate needs, whilst strengthening their capacities, safety nets and enhancing positive coping strategies to enable communities to better cope with adapt to and manage shocks and stresses. The Food Security & Livelihoods Deputy Program Manager is responsible for timely and quality implementation of the FSL interventions in Nyal/Ganyiel and works under the supervision of FSL Program Manager.

This position includes, planning, implementation, monitoring, capacity building of Mercy Corps staff, reporting, and evaluation of the program and preparing periodic reports to the FSL Program Coordinator, as well as close coordination with other Mercy Corps programs. DPM FSL will be responsible for implementation of a livelihoods, agriculture and/or markets intervention in Nyal/Ganyiel, and will provide technical leadership, supervise implementing staff and coordinate implementation of all FSL program activities. RECOVER has been designed by consortium partners to respond to the specific needs, along with the complexity and diversity of shocks and stresses faced by targeted communities and the resultant vulnerabilities these create for women, men, girls, boys and youth. The program will meet households' immediate needs, whilst strengthening capacities, safety nets and enhancing positive coping strategies to enable



communities (including different gender and age groups) to better cope with adapt to and manage shocks and stresses. The project activities have been developed to provide an integrated approach to strengthen target communities' resilience to shocks and stresses through enhancing absorptive, adaptive and transformational capacities

ESSENTIAL JOB FUNCTIONS:

Strategy and Vision

- Provide program support, coordination, supervision and monitoring designed to meet program objectives.
- Contribute to developing the Mercy Corps Country FSL Program strategy in an early recovery/rebuilding context.
- Assist with development, design and proposal writing for related programming.

Program Management

- Coordinate and supervise all agriculture, markets and other livelihoods program activities. This includes providing technical direction, developing work plans, monitoring implementation and impact, ensuring that program deliverables are completed, supervising implementation staff and managing program budget.
- Develop strong monitoring and evaluation systems that capture the effectiveness, lessons learned best practices and impact of programming at household level. Provide regular, high-quality and comprehensive internal program reports and donor reports. Ensure capitalization of activities and lessons learned.
- Develop and adapt rapid assessment/survey tools unique to the localized context. Conduct surveys, need assessments, data and information collection with for the development of on-going and future proposals.
- Develop a localized behavior-change and skills-building agriculture curriculum for households and communities.
- Develop and implement a staff training and capacity-building plan on programmatic, operational and leadership topics.
- Actively and effectively participate in development of program procurements and spending/budget plans and responsible for monitoring spending of program lines.
- Ensure effective and transparent use of financial resources in compliance with Mercy Corps and donors policies and procedures.

Implementation and Programs Coordination

- Supervise and monitor the implementation of the Food Security & Livelihoods activities, ensuring that all the activities are compliant with the grant requirements.
- Work with FSL Program Manager to identify, build and manage collaborative partnerships other FSL partners, donors, and other stakeholders in Nyal/Ganyiel.



- Communicate effectively to beneficiaries to ensure overall project targets and donor obligations are met.
- Participate in cluster working groups at the county level and meetings on food security/livelihoods/early recovery.
- Participate in surveys, need assessments, data and information collection; participate in designing interventions accordingly for on-going food security or livelihoods programs to build the capacity of Mercy Corps staff, as well as project stakeholders.
- Provide technical oversight to the Project Field Officers and mentor junior staffs in the implementation of Food Security & Livelihoods activities.
- Work with the FSL Program Manager to overcome implementation challenges based on practical solutions.
- Ensure the tracking, monitoring and quality reporting of all Food Security & Livelihoods.
- Complete budget pipeline planning, monitoring and monthly follow up in collaboration with Mercy Corps staff and in communication with the Coordinator.
- Ensure documentation and filing of project activities in compliance with Mercy Corps policies and procedures.
- Understand and appropriate application of SPHERE guidelines and promotion of best practices.
- Understand and follow Mercy Corps' Program Management Minimum Standards.
- Ensure all interventions adhere to Mercy Corps' Gender Policy and Do No Harm principles.

Team Management

- Create and sustain a work environment of mutual respect where team members strive to achieve excellence.
- Promote accountability, communicate expectations and provide constructive feedback via regular performance reviews with the Project Officers
- Provide team members with information, tools and other resources to improve performance & reach objectives.
- Contribute to country team-building efforts, help team members identify problem solving options and ensure the integration of all team members into relevant decision-making processes.

Representation and Coordination

- Liaise with local government officials, community-based groups, civil society organizations, local religious leaders and other community members to ensure support for and acceptance of Mercy Corps' FSL Project in Nyal/Ganyiel
- Maintain close relationship with other humanitarian and development organizations, human right organizations, and local partners.
- Participate in local coordination mechanisms.



- Participate in Nyal/Ganyiel level Food Security and Livelihood Cluster coordination mechanism.

Accountability

Mercy Corps team members are expected to support all efforts towards accountability, specifically to our beneficiaries and to international standards guiding international relief and development work while actively engaging beneficiary communities as equal partners in the design, implementation, monitoring and evaluation of our field projects.

Organizational learning

As part of our commitment to organizational learning and in support of our understanding that learning organizations are more effective, efficient and relevant to the communities they serve – we expect all team members to commit 5% of their time to learning activities that benefit Mercy Corps as well as themselves.

SUPERVISORY RESPONSIBILITY: 1 Snr FSL Officer and 4 FSL Officers.

REPORTS DIRECTLY TO: FSL Program Manager – Panyijiar County

WORKS DIRECTLY WITH: Logistics, Procurement, Finance and all Program staff in NY/GY.

KNOWLEDGE AND EXPERIENCE:

- BA/S or equivalent in Agriculture/ Economic Development/Social Science or any other relevant field
- 3-5 years of agriculture/markets/livelihoods program implementation and management experience in emergency contexts
- Strong technical background in a broad range of Food Security and livelihoods interventions in emergency and early recover situations
- Demonstrated capacity in management, managing activities, budgets and teams
- Demonstrated experience and abilities in donor and host government representation at field level, in capacity building of local staff and local government, in negotiation, and monitoring
- Effective multi-tasking, organizational capacity, prioritization skills are necessary
- Knowledge of participatory approaches and community sensitization and mobilization.
- Knowledge of humanitarian standards and codes, including SPHERE.
- Experience implementing in a challenging operational environment.
- English and Nuer (written and spoken) is required
- Demonstrated attention to detail, ability to follow procedures, meet deadlines and work independently and cooperatively with team members is essential.



Apply to: Mercy Corps Office Panyijar

All applications will include CV, salary requirements, references, and all relevant official documents, and should be submitted in person.

DEADLINE for APPLICATION: April 26th, 2019 – 4pm.

Mercy Corps is an equal opportunity employer and gives consideration for employment to qualified applicants without regard to race, color, religion, sex, national origin, or disability. Qualified female candidates are, however, encouraged to apply and will be given preference in order to promote gender, diversity and inclusion.

Shortlisted candidate will be call for an interview on a later date.

