

## TERMS OF REFERENCE

**Vacancy reference no.:** VAC-1135  
**Position:** Team Leader  
**Place of performance:** Torit, Bor, Pibor, Gogrial West, Tonj South & Kapoeta East, South Sudan  
**Contract duration:** up to 12 months (@26days/month)  
**Application period:** Receiving applications from 20<sup>th</sup> Nov-4<sup>th</sup> Dec 2017

### OVERVIEW OF CTG GLOBAL

CLOSING 9<sup>th</sup> FEB 2018

CTG support and manage humanitarian projects in fragile and conflict-affected countries around the world. With past performance in 15 countries – from the Middle East, Africa, Europe, Asia and Central and South America – we offer a holistic fabric of project management, implementation and support. Skilled in emergency response to crises such as the Ebola outbreak in West Africa, we have the ability to act quickly (crisis response teams can be on the ground in 24 hours) and to establish structured operations in high-risk environments. CTG recruit and manage qualified, skilled teams with extensive experience operating in challenging conditions.

### OVERVIEW OF THE POSITION

Safety Net and Skills Development Project (SNSDP) is an initiative of the Govt. of the Republic of South Sudan. The govt. is supported by the World Bank (WB) to address existing challenges of soaring levels of poverty, vulnerability, unemployment and idleness, particularly among youth.

SNSDP's focus is to facilitate access to income opportunities and temporary employment to the most vulnerable and set up the basis for a social protection system. SNSDP has three main components namely:

- Social Protection System and Project Management.
- Public Works.
- Skills Development.

The Ministry of Agriculture & Food Security (MAFS) is the lead Ministry for implementation and has the overall fiduciary and project management responsibilities in addition to coordination of the public works.

UNOPS has been requested to support the humanitarian needs of the SNSDP with the implementation of public works.

The public works component focuses on cash-for-work as a short-term intervention to provide temporary employment in public projects (e.g. building, repairing, or maintaining local minor infrastructure) to the most vulnerable segments of South Sudanese population aiming to benefit up to 35 thousand beneficiaries in 6 vulnerable locations across the country.

### GENERAL FUNCTIONS

#### Role objective:

The Team Leader will be responsible for ensuring the successful implementation of the project at the field level:

- The Team Leader shall oversight, support and supervises the team in each of the 6 locations.
- The Team Leader shall also mobilize/organize the beneficiaries for the monthly cash transfer.
- Coordinate with the cash service provider, liaise with the relevant local authorities and any other partners in order to implement the project activities.
- Enhance the quality of livelihood programming throughout the SNSDP cycle through initiatives such as beneficiary consultation, market analysis, and innovation.
- The post holder should be at ease in working with local communities.
- Ability and experience to train people.
- Good coordination skills; and strong commitment to gender equality and social justice.
- Proven knowledge of computerized systems, especially word processing and spreadsheet skill.
- Able to collect, enter and analyse data.

- Experience managing and mitigating disputes between team members, community and community leaders.
- Leads the team in the field and ensures that the distribution sites are organized according to SOP's.

**Expected output:**

The effective and successful achievement of results by the Team Leader directly impacts the successful delivery of project on time, budget and above the expectations of all stakeholders. This subsequently reinforces the visibility and image of UNOPS as an effective service provider in project services, management and strengthens its competitive position as a partner of choice in sustainable development and project services.

**Project reporting:**

This role reports to the Project Manager.

**Team management:**

This role is responsible in managing a team of 9 people.

**ESSENTIAL EXPERIENCE**

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**Education:**

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**Work experience:**

- Minimum of 5 years of demonstrable relevant Community Development experience.

**Geographical experience:**

- Minimum of 5 years of experience in Africa with local experience in Torit, Bor, Pibor, Gogrial West, Tonj South & Kapoeta East is an advantage.

**Languages:**

- Fluency in English and Arabic are essential.

**Key competencies:**

Treats all individuals with respect; responds sensitively to differences and encourages others to do the same. Upholds organizational and ethical norms. Maintains high standards of trustworthiness. Role model for diversity and inclusion.

Acts as a positive role model contributing to the team spirit. Collaborates and supports the development of others. For people managers only. Acts as positive leadership role model, motivates, directs and inspires others to succeed, utilizing appropriate leadership styles.

Demonstrates understanding of the impact of own role on all partners and always puts the end beneficiary first. Builds and maintains strong external relationships and is a competent partner for others (if relevant to the role).

Efficiently establishes an appropriate course of action for self and/or others to accomplish a goal. Actions lead to total task accomplishment through concern for quality in all areas. Sees opportunities and takes the initiative to act on them. Understands that responsible use of resources maximizes our impact on our beneficiaries.

Open to change and flexible in a fast paced environment. Effectively adapts own approach to suit changing circumstances or requirements. Reflects on experiences and modifies own behavior. Performance is consistent, even under pressure. Always pursues continuous improvements.

Evaluates data and courses of action to reach logical, pragmatic decisions. Takes an unbiased, rational approach with calculated



risks. Applies innovation and creativity to problem-solving.

Expresses ideas or facts in a clear, concise and open manner. Communication indicates a consideration for the feelings and needs of others. Actively listens and proactively shares knowledge. Handles conflict effectively, by overcoming differences of opinion and finding common ground.

**Education:**

- High School Diploma required or Bachelor's Degree in Social Sciences or any other related field is highly desirable.

**Experience:**

- 5 years' minimum experience in leadership role in the implementation of community based projects.
- Experience working as a link between communities and organizations (local or international) is an asset.

**Language:**

Fluency in written and oral English required.

Knowledge of Arabic language required.

**Other relevant information:**

To be advised.

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Interested candidates should create a profile and apply on CTG Global careers website ([www.ctgglobal.com](http://www.ctgglobal.com)). Please refer to the vacancy number: VAC-1135. Shortlisted candidates will be contacted for an interview.

In any challenging circumstances please forward application and CV to the email or address below however note that priority is high if you apply **directly** on the CTG website.

Email: [ctgssrecruitment@gmail.com](mailto:ctgssrecruitment@gmail.com).

Deliver to: liberty commercial Bank Building  
Atlabara opposite Hass Petrol Station  
4<sup>th</sup> floor  
Juba South Sudan.