

## USAID Afia Water, Sanitation and Hygiene (WASH) Project

### Re-Advertisement

**TITLE** : Regional Program Manager (RPM)  
**DURATION OF CONTRACT** : LTTA  
**LOCATION** : Akobo, Jonglei State  
**SUPERVISOR** : Deputy Chief of Party



#### Project Background:

The purpose of the Afia Water, Sanitation and Hygiene (Afia WASH) Project is to expand gender-transformative sustainable access to basic safe drinking water, basic sanitation coverage, and increase uptake of key hygiene behaviors to improve health and household resilience in accordance with USAID/South Sudan's Strategic Framework. The AFIWASH is a USAID funded, 5-year project from October 2021 to September 2026 being implemented in the following 13 counties in South Sudan – Mayendit, Leer, Panyijar, (Unity State), Jur River, Wau (Western Bahr El Ghazal state), Kapoeta North, Budi (Eastern Equatoria state), Baliet, Ulang (Upper Nile State), Akobo, Urur, Duk (Jonglei Stat), and Pibor (Greater Pibor Administrative Area).

#### Position Summary:

The Regional Program Manager (RPM) has overall responsibility for program implementation and management in the respective state, inclusive of managing a small team, overseeing the implementation of the approved county workplan, and having overall responsibility infrastructure development i.e. construction and rehabilitation of water and sanitation infrastructure. The RPM is also responsible for the adequate functioning of the regional office, including oversight of both the finance, procurement, and administration staff. Reporting to the Juba-based DCOP, the WASH RPM will supervise a team of capacity building, social behavior change, gender specialist and Monitoring Evaluation and Learning (MEL), who will in turn be required to closely coordinate with the respective managers/component leads in Juba. Following are the 3 overarching themes of the role:

- a) **Program management** of the Project in their respective state-based Field Office (FO). This includes program cycle management, real time context analysis related to security, Duty of Care (DOC) of the staff and activities, and application of Do No Harm (DNH) principles throughout.
- b) **Manage partnerships** with other WASH and sector partners, and other USAID projects, to sequence and layer activities that encourage impact at scale and rational delivery. Representation with government counterparts and community elders are also key aspects of networking and stakeholder coordination within this role.
- c) **Management of WASH infrastructure** activities, with technical assistance and direction from the Project's Juba-based Infrastructure Development Team. Specifically, the role will focus on management aspects of the construction cycle, rather than specific technical engineering skills.

#### Duties and Responsibilities:

- Act as "activity focal point" on WASH infrastructure activities, including taking ownership of relationships with local government, any contractor hired to construct or rehabilitate any infrastructure and key partners necessary for successful activity implementation; leading the activity writing process; and supporting all elements of the activity
- Maintain oversight of the regional activity portfolio, which may include research activities, WASH infrastructure construction, gender transformative and social behavior change initiatives, community led total sanitation triggering campaigns and events, value chain

analysis, private sector engagement, institution strengthening and capacity building trainings, short-term technical assistance, and direct delivery of goods and services

- Ensure that procurement, finance, logistics, and programmatic aspects of each activity are being implemented on time and in accordance with the approved activity scope and budget, along with USAID rules and regulations – as per the guidance and matrix management of the Director Operations and respective heads of departments.
- Conduct regular team meetings and submit weekly activity notes and quarterly reports for the region to the Senior Management Team (SMT) and submit any other reports requested by their supervisor
- Support the MEL team to conduct activity and outcome level MEL activities in the region, including providing other staff as requested to assist in collecting photographs and attendance sheets, or to conduct key informant interviews or focus group discussions
- Maintain a strong understanding of political dynamics in Western Bahr El Ghazal region to assist in development of annual strategies, and following key do no harm principles
- In coordination with the Juba-based WASH and infrastructure teams, support the technical assessments for small scale community infrastructure projects, including buildings / community centers, boreholes, water points, etc.
- Facilitate/Support the Juba based Infrastructure Department in the management of the construction sub-contractors to implement WASH infrastructure activities.
- Work closely with local communities to ensure wide consultation and participation in the implementation of WASH infrastructure projects; coordinate with different partners on the ground in the implementation of projects; and coordinate with local authorities at county, payam, and boma levels to ensure the entire requirement for construction will be provided in line with local stakeholder and USAID expectations
- Works with Juba-based Operations and Maintenance (O&M) staff to design and implement locally relevant and sustainable O&M plans, and designs and implements trainings and other activities for O&M plan dissemination and implementation among target communities
- Other tasks as assigned by supervisor

**Education and Certifications:**

- Bachelor's degree required, preferably in engineering, or equivalent field of study. A combination of a post-secondary Diploma in a relevant field and additional relevant professional experience may be considered.

**Key Position Competencies and Experience:**

- Minimum of 5 years, experience with a master's degree or minimum 8 years' experience with a bachelor's degree years of progressively responsible experience in program management, or minimum of 15 years' experience with a diploma qualification.
- The qualifications must be in WASH, engineering, public planning, international development, water resource management, or relevant field required, particularly for an international development implementing partner or Non-Governmental Organization
- Minimum five (3) years of experience implementing USAID and other donor funded projects, focusing on small-activity projects, preferably including recent experience with WASH, gender, and stabilization
- At least 2 years managing a department of 3 or more people
- Recent experience in engineering activity management, WASH, or as a water resources specialist for USAID funded projects preferred
- Proficiency in Microsoft Office programs
- Experience with construction of small-scale rural water supply projects
- Experience preparing RFPs, SOWs, design documents and overseeing the bidding and selection process for WASH and/ or construction projects
- Ability to contribute to a community-based maintenance plan for buildings and facilities once rehabilitation and construction is completed



- Experience writing WASH activity and/ or construction progress reports, and inspecting construction works; ability to keep teams up to date with relevant information; and ability to produce timely reports
- Strong management skills in a complex operating environment, and demonstrated ability to pivot as needed based on operating environment
- Experience training and mentoring staff
- Effective written and oral communication as well as interpersonal skills
- Demonstrated problem solving and analytical skills and good judgement
- Be proactive, have strong prioritization skills, and ability to work cross-culturally
- Possess demonstrated leadership skills, humility, and self-awareness
- Ability to communicate clearly and concisely (fluency), both written and verbally in English and spoken Arabic required, and other local languages preferred
- Position open to South Sudan nationals only



**DT Global Core Competencies:**

- **Teamwork:** Works cooperatively and effectively with others to achieve common goals. Participates in building a culture characterized by inclusion, trust, and commitment
- **Communication:** Effectively conveys information and expresses thoughts professionally. Demonstrates effective use of skills and displays openness to other people's ideas and thoughts
- **Adaptability:** Adjusts planned work by gathering relevant information and applying critical thinking to address multiple demands and competing priorities in a changing environment
- **Customer/Client Focused:** Anticipates, monitors, and meets the needs of customers and responds to them in an appropriate and responsive manner
- **Diversity & Inclusion:** Conveys respect for diverse individuals and perspectives; models inclusive behavior and treats everyone fairly
- **Professionalism:** Displays appropriate and ethical behavior, integrity, and personal presentation in the workplace always; demonstrates respectful communication for others, both verbal and non-verbal

**Application Process:**

To apply, please send your CV and Letter of Motivation as **one single document** to [afiawash.recruiting@dt-global.com](mailto:afiawash.recruiting@dt-global.com). Your attachment must be less than 1 megabyte in size; your CV must include your full name, email, and phone number; and DO NOT submit any other recruitment documents at this time. The subject line of your e-mail should indicate: **APPLICATION FOR POSITION OF REGIONAL PROGRAM MANAGER, LOCATION: Akobo, Jonglei State**, as advertised at the top of this job vacancy announcement. Only candidates who are short-listed will be contacted. **The deadline for submissions is Friday, July 29, 2022, at 05:00PM (17:00), CAT.** Emailed CVs received after this time will be considered only at DT Global South Sudan discretion.

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