



**EXECUTIVE DIRECTOR (ED) - JOB PROFILE AND DESCRIPTION - JOB VACANCY**  
**REFERENCE NUMBER: ED/JBA/-010-2026**

SB-H-3  
 Approved  
 17 FEB 2026  
 17/2/2026  
 MINISTRY OF AGRICULTURE  
 REPUBLIC OF SOUTH SUDAN

Title	Executive Director, South Sudan		
Operational Area / Business Unit	Senior Management Team (SMT)		
Reports to	Chief Operating & Programmes Officer (COPO), Humanitarian and Development Directorate		
Location	Juba, South Sudan	The position requires regular travel across South Sudan, including field and operational locations, as well as occasional international travel as necessary.	
Opening Date	17 <sup>th</sup> February 2026	Closing Date:	06 <sup>th</sup> March 2026

**ORGANIZATIONAL BACKGROUND:**

Consortium of Rural Women for Agribusiness Development Organization (CORWADO) is a women-led national development and humanitarian organization implementing multi-sectoral programmes across several states in South Sudan. CORWADO's programming focuses on strengthening climate-resilient and inclusive food systems, sustainable livelihoods, and local economies through Market Systems Development (MSD), agribusiness and value-chain development, financial inclusion, and private-sector engagement. These interventions are integrated with WASH, protection, gender equality and women's empowerment, peacebuilding, disaster risk reduction, and community resilience, delivered through a locally led, gender-transformative, and conflict-sensitive Humanitarian-Development-Peace (HDP) Nexus approach. Its programming is structured around eleven interlinked strategic pillars under the 2026-2030 Country Programme Strategy.

**CORWADO'S AREAS OF WORK:**

CORWADO delivers integrated, gender-transformative, and locally led programmes across humanitarian, development, climate, and peacebuilding contexts in South Sudan. Its work spans the following interconnected thematic areas:

- a) Agricultural Development, Food Security, and Resilient Livelihoods.
- b) Market Systems Development (MSD).
- c) Agribusiness and Enterprise Development.
- d) Climate Adaptation and Environmental Sustainability.
- e) Gender Equality and Women's Empowerment.
- f) Water, Sanitation and Hygiene (WASH).
- g) Peacebuilding and Social Cohesion.
- h) Disaster Risk Reduction (DRR) and Community Development.
- i) Humanitarian Response & Early Recovery.
- j) Education, Skills and Youth Employment.
- k) Advocacy, Policy Influence and Systems Strengthening.
- l) Organizational Strengthening and Institutional Development.



**PURPOSE OF THE ROLE:**

The Executive Director (ED) is responsible for providing overall strategic leadership, institutional oversight, and high-level external representation of CORWADO in South Sudan. Based in Juba and reporting to the Chief Operating and Programmes Officer (COPO), Humanitarian and Development Directorate, the ED provides strategic direction and





ensures effective implementation of CORWADO's Strategic Plan, programmatic priorities, partnership framework, advocacy agenda, and institutional development objectives.

The Executive Director will lead organizational growth and positioning, strengthen strategic partnerships, safeguard institutional integrity, and ensure the delivery of high-quality, results-driven programmes that advance resilient livelihoods, inclusive market systems, gender equality, climate adaptation, and sustainable rural transformation.

The role carries full accountability for ensuring strong governance structures, sound financial stewardship, regulatory compliance, and comprehensive risk management systems. The Executive Director must ensure that transparent accountability mechanisms, operational excellence, and performance management frameworks are embedded across the organization to sustain CORWADO's credibility, effectiveness, and long-term sustainability within a complex and fragile operating environment:

- Humanitarian, recovery, and development programmes are delivered effectively, efficiently, and with high quality, reaching targeted communities in a timely and accountable manner.
- CORWADO's integrated Humanitarian-Development-Peace (HDP) Nexus programmes are well-resourced, strategically positioned, and responsive to the evolving needs of rural women, youth, displaced populations, and vulnerable communities across South Sudan.
- The organization maintains strong institutional credibility and visibility at national and sub-national levels, with active representation in coordination platforms, including UN clusters, Humanitarian Country Team (HCT) mechanisms, government technical working groups, and relevant policy and advocacy forums.
- CORWADO's team is skilled, motivated, values-driven, and aligned with the organization's mission, supported by strong systems in governance, safeguarding, financial management, compliance, and risk management appropriate to a complex and fragile operating environment.
- Organizational performance is guided by sound operational planning, strong financial stewardship, effective grant management, and results-based Monitoring, Evaluation, Accountability, and Learning (MEAL) systems to ensure measurable and sustainable impact.
- Gender equality, women's leadership, safeguarding, protection, and inclusion are fully embedded across all programmes and institutional systems, consistent with CORWADO's identity as a women-led national organization.
- Strategic partnerships with government institutions, donors, UN agencies, civil society, and private-sector actors are strengthened to advance resilient livelihoods, inclusive markets, climate adaptation, peacebuilding, and sustainable rural transformation.

#### PERSON SPECIFICATION AND LEADERSHIP EXPECTATIONS:

- 1. Humanitarian, Nexus, and Technical Expertise:** The Executive Director must possess deep technical knowledge of humanitarian standards (Sphere, CHS, IHL) and ensure that all programming aligns with ethical, legal, safeguarding, and accountability requirements. The role requires strong understanding of integrated Humanitarian-Development-Peace (HDP) Nexus programming, balancing lifesaving assistance with long-term resilience, systems strengthening, and sustainable rural transformation.
- 2. Resource Mobilization and Strategic Growth:** The Executive Director will bring strong experience in business development and donor engagement, including with UN agencies, bilateral and multilateral donors, pooled funds, climate finance, and non-traditional funding sources. The role requires strategic oversight to expand CORWADO's integrated portfolio while ensuring sustainability, diversification of funding, and long-term institutional growth.
- 3. Leadership in Crisis and Fragile Contexts:** The Executive Director must demonstrate strong leadership in complex emergencies and politically fragile contexts. This includes making timely, evidence-based decisions





under pressure, balancing operational continuity with risk management, and ensuring staff safety and programme delivery during instability or crisis escalation.

4. **Strategic Planning and Adaptive Leadership:** The role requires strategic thinking and the ability to align long-term institutional goals with evolving political, economic, climate, and security dynamics. The Executive Director will foster adaptive management, evidence-based planning, and continuous learning to ensure organizational relevance and impact.
5. **Team Leadership and Organizational Culture:** The ED will lead a diverse and multicultural team, promoting collaboration, accountability, professional development, and staff wellbeing. The role requires embedding safeguarding, gender equality, inclusion, and ethical practice across staffing, systems, and programme implementation.
6. **Cultural and Conflict Sensitivity:** The ED must demonstrate deep understanding of South Sudanese cultural and social dynamics. The role requires identifying and mitigating tensions, ensuring Do No Harm principles are applied, and promoting inclusive participation of women, youth, and marginalized communities.
7. **Security and Risk Management:** In collaboration with the Board and Senior Leadership Team, the Executive Director will establish and maintain robust security, compliance, and risk management systems. This includes continuous risk analysis, adaptation to shifting threats, and maintaining effective communication during emergencies.
8. **Programme Leadership and Institutional Positioning:** The ED will set overall programme direction, ensure delivery of high-quality and results-oriented interventions, and strengthen institutional credibility at national and international levels. The role requires ensuring alignment with the Strategic Plan and maintaining measurable impact.
9. **Financial Stewardship and Sustainability:** The ED must demonstrate strong financial management capabilities, overseeing complex multi-donor budgets, ensuring compliance, strengthening internal controls, and ensuring timely reporting. The role includes leading funding diversification and ensuring an efficient and sustainable operating model.
10. **Partnerships, Representation, and Advocacy:** The ED will represent CORWADO in coordination forums, with government, UN agencies, donors, civil society, and media. The role requires strong negotiation and influencing skills to secure safe access, strengthen partnerships, and advance advocacy on food systems, gender equality, climate resilience, and localization.
11. **Gender-Transformative and Values-Based Leadership:** As CORWADO is a women-led organization, the Executive Director must demonstrate strong commitment to gender equality and women's empowerment. The role requires modeling inclusive leadership, embedding safeguarding and equity across operations, and driving transformative change that strengthens women's economic and leadership participation.

#### KEY ACCOUNTABILITIES AND MAIN RESPONSIBILITIES:

**Strategic Leadership, Growth, and Institutional Positioning:** The Executive Director provides overall strategic direction and institutional leadership to ensure CORWADO remains financially sustainable, programmatically relevant, and nationally and internationally recognized.

- Lead implementation and periodic review of CORWADO's Strategic Plan (2026-2030).
- Provide clear strategic direction across humanitarian, development, climate, and peacebuilding programming.
- Drive integration of the Humanitarian-Development-Peace (HDP) Nexus approach.
- Ensure alignment between strategic objectives, annual plans, and operational execution.
- Develop and implement a comprehensive resource mobilization and business development strategy.
- Conduct donor mapping, funding landscape analysis, and competitive positioning.
- Cultivate and maintain high-level relationships with Bilateral and multilateral donors, UN agencies and pooled funds, Climate financing mechanisms, Foundations and private-sector partners.





- Lead proposal development for multi-year, multi-million-dollar funding opportunities.
- Represent CORWADO at national and international coordination forums, UN clusters, government platforms, and policy dialogues.
- Strengthen CORWADO's institutional visibility, branding, and reputation.

**Programme Quality, Impact, and Accountability;** The ED ensures the delivery of high-quality, compliant, and results-oriented programmes across all thematic areas.

- Oversee implementation of programmes in Food Security & Livelihoods, Market Systems Development (MSD), Agribusiness and value chain strengthening, Climate adaptation & DRR WASH, Peacebuilding and protection, Emergency response & early recovery.
- Ensure adherence to humanitarian principles, Sphere standards, CHS, and safeguarding commitments
- Ensure programmes are delivered on time and within budget.
- Strengthen Monitoring, Evaluation, Accountability, and Learning (MEAL) systems.
- Promote adaptive management and evidence-based decision-making.
- Ensure accountability to affected populations (AAP).
- Ensure all donor compliance and reporting requirements are met.
- Promote innovation, digitalization, and systems strengthening approaches.
- Ensure programming contributes to measurable and sustainable impact.

**Organizational Leadership and Culture:** The ED is responsible for building a high-performing, ethical, and values-driven organization.

- Provide visionary and inclusive leadership to the Senior Management Team (SMT).
- Ensure recruitment, development, and retention of competent and motivated staff.
- Foster a culture of integrity, transparency, accountability, and collaboration.
- Promote safeguarding, gender equality, and inclusion in staffing and programming.
- Strengthen internal communication and cross-departmental coordination.
- Ensure clear roles, reporting lines, and accountability mechanisms.
- Promote staff wellbeing, duty of care, and psychosocial support mechanisms.
- Ensure organizational design (structure, systems, and processes) is efficient and fit for purpose.
- Lead performance management processes and leadership development initiatives.



**Financial Stewardship and Operational Excellence:** The ED holds overall accountability for financial integrity and operational efficiency.

- Oversee development and approval of annual budgets and operational plans.
- Manage multi-donor and multi-year budgets in complex and volatile environments.
- Ensure strong financial controls and compliance with donor and statutory requirements.
- Strengthen procurement, supply chain, and asset management systems.
- Ensure effective grants management and contract oversight.
- Maintain audit readiness and ensure timely response to audit findings.
- Oversee accurate and timely donor narrative and financial reporting.
- Promote value-for-money principles and cost-efficiency.
- Ensure alignment between programmatic priorities and financial resource allocation.

**Risk Management, Security, and Compliance:** The ED ensures robust risk management systems are in place.

- Establish and maintain a comprehensive organizational risk register.
- Oversee security management frameworks and contingency planning.
- Conduct regular political, security, and climate risk assessments.





- Ensure business continuity and emergency preparedness planning.
- Promote risk-based decision-making across management levels.
- Ensure compliance with national regulations and statutory obligations.
- Provide clear leadership during security incidents or emergencies.
- Safeguard staff, beneficiaries, assets, and organizational reputation.

**Safeguarding, Gender Equality, and Inclusion:** The ED ensures safeguarding and gender equality are embedded across the institution.

- Ensure full implementation of safeguarding and Code of Conduct policies.
- Promote zero tolerance for abuse, exploitation, and harassment.
- Ensure staff training and awareness on safeguarding and protection standards.
- Strengthen reporting and response mechanisms for safeguarding concerns.
- Champion gender-transformative programming and inclusive leadership.
- Promote equitable participation of women, youth, and marginalized groups.
- Integrate protection and inclusion into all programme design and delivery.

**Partnerships, Representation, and Advocacy:** The ED represents CORWADO at national, regional, and international levels.

- Build and sustain strategic partnerships with Government institutions, UN agencies and coordination platforms, Donors and development partners, civil society organizations and Private-sector actors.
- Actively participate in UN clusters and humanitarian coordination systems.
- Lead evidence-based advocacy on Food systems transformation, Women's economic empowerment, Climate resilience and DRR, Localization and systems strengthening.
- Strengthen collaboration to maximize collective impact and avoid duplication.
- Represent CORWADO in media engagements and high-level forums.
- Strengthen policy engagement and institutional influence.



#### KNOWLEDGE, SKILLS, AND COMPETENCIES:

#### KNOWLEDGE AND PROFESSIONAL QUALIFICATIONS:

- Possess strong academic credentials and extensive professional experience relevant to humanitarian, development, climate, and peacebuilding contexts.
- A Master's degree in Development Studies, Social Sciences, Business Administration, Public Policy, Agricultural Economics, International Relations, Humanitarian Studies, or a related field is required. Equivalent senior-level experience in leading complex humanitarian and development programmes may be considered.
- Proven experience in leading responses to large-scale humanitarian crises, particularly in fragile and conflict-affected contexts similar to South Sudan. This includes demonstrated leadership in emergency response, early recovery, resilience programming, and integrated nexus approaches.
- Must demonstrate a strong understanding of programming in complex environments, including deep awareness of the geopolitical, historical, political, security, economic, cultural, and social dynamics shaping South Sudan. This includes understanding the structural drivers of poverty, gender inequality, food insecurity, climate vulnerability, and conflict.
- Demonstrated knowledge and practical experience in Disaster preparedness and humanitarian response programming, Disaster Risk Reduction (DRR) and climate adaptation, Humanitarian-Development-Peace (HDP) Nexus programming, Sustainable community development and systems based approaches.





Participatory, community-led development methodologies, Market Systems Development (MSD) and inclusive economic growth.

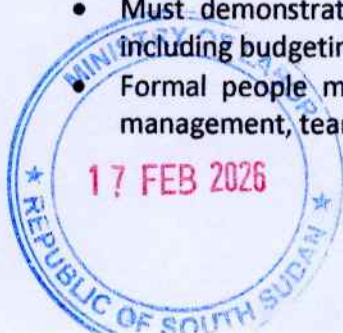
- Strong experience working effectively with and through partners is essential, including government institutions, national NGOs, INGOs, private-sector actors, and community-based organizations. The Executive Director must demonstrate proven networking, negotiation, and stakeholder engagement skills.
- Sound knowledge of donor compliance requirements, financial management standards, grant management processes, and audit frameworks. Experience managing multi-donor portfolios in volatile environments is essential.
- Fluency in English, both written and verbal, is mandatory. Knowledge of Arabic and local languages is highly desirable and considered an asset.

#### **STRATEGIC LEADERSHIP COMPETENCIES:**

- Must demonstrate advanced strategic leadership capabilities aligned with CORWADO's mission and long-term vision.
- Ability to develop and communicate an ambitious yet realistic organizational strategy that aligns with CORWADO's Strategic Plan, ensures sustainability, and positions the organization for growth. The Executive Director must translate strategic priorities into operational realities and ensure adequate resource allocation to achieve impact.
- Must embody values-based leadership rooted in integrity, accountability, gender equality, inclusion, and localization. As a women-led organization, CORWADO expects the ED to model gender-transformative leadership and promote equitable power dynamics within the institution and in programming.
- Strong decision-making capacity is essential. The Executive Director must be able to make timely and sound decisions, even under uncertainty or incomplete information, while effectively managing risk and adapting to evolving situations.
- Ability to build and strengthen professional and leadership capabilities across the organization by mentoring, coaching, and developing teams. The Executive Director must create an environment where innovation, learning, and continuous improvement are encouraged.
- Effective communication is critical. The ED must communicate clearly and persuasively with diverse audiences, including staff, board members, donors, government officials, community leaders, and international stakeholders. The ability to inspire teams and mobilize collective action is essential.
- Must also demonstrate the capacity to build strategic alliances and partnerships at national, regional, and international levels, navigating political dynamics and negotiating positive outcomes that advance CORWADO's mission.

#### **BUSINESS AND MANAGEMENT COMPETENCIES:**

- Must demonstrate strong institutional and operational management capabilities to ensure organizational effectiveness and sustainability.
- Deep understanding of CORWADO's purpose, mission, values, strategic priorities, and operational approaches. The Executive Director must ensure that all internal systems and practices align with the organization's identity as a women-led national NGO working under the HDP Nexus framework.
- Strong expertise in managing organizational processes, policies, and standards is required. This includes oversight of financial management systems, Procurement and supply chain management, Grants and contract management, Human resource management, Risk management frameworks, Monitoring, Evaluation, Accountability, and Learning (MEAL) systems.
- Must demonstrate proven experience in managing financial resources responsibly and transparently, including budgeting, forecasting, compliance, and audit readiness.
- Formal people management experience at senior leadership level is required, including performance management, team development, conflict resolution, and succession planning.





- Strong risk management capabilities, including the ability to identify, assess, mitigate, and monitor operational, financial, programmatic, and security risks.
- Must also demonstrate competency in managing digital transformation and technology-enabled systems, ensuring effective use of digital tools for data management, communication, reporting, and operational efficiency.
- Strong project and portfolio management skills are essential, including the ability to oversee complex, multi-donor, multi-year programmes while ensuring alignment with strategic goals and measurable impact.

**Core Competency Profile Summary:** The ideal Executive Director for CORWADO will demonstrate:

- Strategic vision and institutional leadership.
- Deep humanitarian and nexus programming expertise.
- Strong financial and operational oversight.
- Crisis leadership and adaptive management skills.
- Gender-transformative and inclusive leadership.
- Partnership building and negotiation strength.
- Strong communication and influencing ability.
- Commitment to safeguarding, accountability, and ethical standards.



#### CORWADO CORE VALUES:

**1). We Strive for Transformative and Lasting Impact:** At CORWADO, we are committed to achieving sustainable and measurable change in the lives of rural women, youth, and vulnerable communities. Our work goes beyond short-term relief to address the structural drivers of poverty, inequality, food insecurity, climate vulnerability, and conflict. We challenge ourselves to be bold, innovative, and responsive in complex and fragile environments. We continuously adapt, learn, and improve to ensure our programmes create lasting impact on livelihoods, inclusive markets, gender equality, and resilient local systems.

**2). We Are Accountable and Transparent:** We uphold the highest standards of integrity, accountability, and ethical conduct. We foster a culture of openness and transparency within our organization and with the communities, partners, donors, and stakeholders we serve. We take responsibility for our decisions, actions, and results. We ensure compliance with humanitarian principles, safeguarding standards, and financial regulations, and we remain accountable to affected populations for the impact of our work.

**3). We Work in Partnership and Solidarity:** We believe sustainable change is achieved through collaboration. We work effectively with government institutions, civil society organizations, community structures, private-sector actors, and development partners to maximize collective impact. Internally, we promote teamwork, mutual respect, and shared accountability. We value diversity of skills and perspectives and encourage collective problem-solving and innovation across departments and programmes.

**4). We Are Inclusive, Gender-Transformative, and Empowering:** As a women-led organization, gender equality and inclusion are central to our identity and programming. We respect diversity, value different perspectives, and actively challenge discrimination and inequality in all forms. We empower rural women, youth, and marginalized populations to build confidence, leadership capacity, and economic independence. We promote inclusive participation in decision-making processes at household, community, and institutional levels. We also empower our staff to grow professionally, lead with integrity, and realize their full potential in advancing CORWADO's mission.

**5). We Act with Courage and Responsibility:** We operate in fragile and complex environments that require principled and courageous leadership. We make responsible, evidence-based decisions even in uncertain contexts.





Consortium of  
Rural women for  
Agribusiness  
Development  
Organization  
(CORWADO)

**Empowering Communities, Strengthening Enterprises, and Building Resilient Futures**

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**5). We Act with Courage and Responsibility:** We operate in fragile and complex environments that require principled and courageous leadership. We make responsible, evidence-based decisions even in uncertain contexts, guided by humanitarian values and a commitment to Do No Harm. We remain steadfast in advancing resilient livelihoods, inclusive markets, climate adaptation, peace building, and sustainable rural transformation.

#### How to apply:

Please submit your updated CV and a cover letter to [recruitment@corwado.org](mailto:recruitment@corwado.org). Hard copies should be submitted to CORWADO Office, Munuki Block "B", Mia Saba (107) Road | Opposite Leaf Energy Petrol Station | Juba, South Sudan. Kindly ensure that the email subject line clearly states the position title, the Job Vacancy Reference Number, and your full name. (Example: **Executive Director - ED/JBA/010-2026 - Your Full Name**).

Due to the urgency of this position, applications will be reviewed on a rolling basis, and the vacancy may be filled before the stated closing date. Candidates are strongly encouraged to apply as early as possible. CORWADO is a women-led organization committed to gender equality.

Qualified **female candidates** are strongly encouraged to apply and will be given priority consideration during the screening process.



#### Safeguarding and Pre-Employment Checks:

All employment offers are contingent upon satisfactory reference checks and completion of required background screenings, which may include criminal record checks and terrorism financing vetting. CORWADO is a participating member of the Inter-Agency Misconduct Disclosure Scheme (MDS). In accordance with this scheme, we will request information from an applicant's previous employers regarding any findings of sexual exploitation, sexual abuse, or sexual harassment (SEAH), as well as any ongoing investigations related to such misconduct at the time the applicant left their role. By submitting an application, candidates acknowledge and consent to these recruitment procedures and the sharing of relevant information for safeguarding purposes.



Consortium of Rural Women for Agribusiness Development Organization (CORWADO)

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