



## JOB POSTING:

<b>Title:</b>	Executive Director
<b>Duty:</b>	Juba, Head Office
<b>Category:</b>	Organizational Management, Leadership
<b>Posting date:</b>	31 <sup>st</sup> March 2026
<b>Deadline:</b>	<b>14<sup>th</sup> April 2026</b>

### About CHESO

CHESO is a national women led organization registered and working in South Sudan as national NGO. CHESO is registered with South Sudan Relief and Rehabilitation Commission (SSRRC) as National NGO with registration number 3754 and represent NNGO 280. CHESO work in accordance to our vision of "we are committed to see a peaceful society where all human should be treated equally, get empowered equally and become self-resilience" and a mission of "offering sustainable lifesaving assistance that help communities resist humanitarian crises, rebuild their livelihoods and promote peaceful co-existence in the communities of returnees, IDPs and host populations in Africa".

Our vision and mission statements at CHESO are supported by our core values of **transparency, trust, accountability, resilience, partnership** and love for the victims. These values drive our operation in a path that contributes to societies which are resilience, improved livelihoods and proactive to undertake their interventions independently.

At CHESO, our thematic areas of focus include **health and nutrition, protection, child protection, education in emergencies, food security and livelihoods, Women economic empowerment, peace building, youth economic empowerment, governance and innovation and gender-based violence** in emergency settings. Through initiatives from each sector, CHESO would ensure communities are transformed, empowered and become self-resilience to resist, response and implement initiatives which best respond to their context, needs with attention to inclusion, diversity and inclusion to the affected populations.

### Job Duties Summary:

Executive Director at CHESO shall act as the technical lead providing strategic direction, operational and leadership oversight to help the organization achieve its mission, values and targets. The executive director shall act as the executive officer of the organization and shall work with various partners and stakeholders in south sudan including government officials, donors and board of directors' team members to ensure



Approved by Director of  
Labour & Industrial  
Relations, SMO/PS & HRD.

targets are achieved. The ED shall also be the central point of organizational growth, fundraising, advocacy and influencing, proposal writing as well as other innovative initiatives which align to our visions aiming to the support beneficiaries and enhance resilient. The role requires a person with track record in leadership, management and technical experiences.

#### KEY JOB DUTIES:

##### 1. *Strategic Leadership:*

- Development and implementation of a clear strategic plan that aligns to the organization missions, goals and vision.
- Provide leadership to guide the organization's growth, sustainability and national influence.
- Work to promote diversity, equity and inclusive participation and implementation a gender-transformative programming in South Sudan.
- Provide technical oversight to the proposals development team to ensure, organization values, policies and protocols are integrated during concept noted development phases.
- Driver organizational transformation, innovation and growth aligned with national priorities, contexts needs and donors' expectations.

##### 2. *Programme Development and Quality Assurance:*

- Oversee the design, implementation, monitoring and evaluation of all CHESO's projects and programs in south sudan.
- Ensure program quality, impact and alignment to national strategies and humanitarian frameworks.
- Lead the efforts to ensure cross-cutting programs of gender, protection, inclusion are integrated into CHESO other Programmes to ensure gender -transformative-inclusive results/outcomes.
- Strengthen evidence-based programming through research, data analysis and learning dissemination.
- Ensure high compliance with donor regulations, standards and reporting requirements.

##### 3. *Advocacy, Gender Equity and Women Empowerment and Resilient:*

- Championing women and girl's rights, gender equity and disability inclusion in all CHESO's humanitarian and development programs.
- Lead advocacy and policy engagement on issues affecting women and girls including GBV prevention, Sexual Reproductive Health rights (SRHR), education, women participation and economic empowerment.
- Build alliance with other women and youth lead organizations, networks and advocacy coalition at local, national and regional levels to advocate and champion for key development priorities.
- Represent CHESO at local, national, regional and international forums, clusters and coordination platforms to elevate women's voices and influence policy change.



- Foster a gender transformative organizational culture that values diversity, equity, inclusion and women's leadership as key tool achieving sustainable development.

#### **4. Partnership, Resources Mobilization and fundraising:**

- Lead fundraising and partnership development with donors, government, UN agencies and civil society organization actors.
- Develop and maintain strategic relationship with funding partners to ensure projects/program continuity and sustainability.
- Represent CHESO in high level meetings, coordination, donors and government meetings.
- Promote CHESO's visibility and reputation as exceling women led national NGO in South Sudan.
- Lead program and finance team during project concept note and proposals writings. Leading other resources mobilization and fundraising initiatives, innovative approaches that influences donors for support.

#### **5. Financial and Operational Oversight:**

- Provide technical oversight to all CHESO's financial management systems to ensure accountability, transparency and compliance to financial policies and procedures.
- Support finance Manager and Operations manager in developing and implementing effective financial and operational procedures.
- Approve organizational budgets, expenditures and resources allocation in line with strategic program/project priorities.
- Ensure effective use of organization resources to achieve maximum impact and value for money.
- Review CHESO per diem policies for country office and field office in line country market and local markets rates.
- Authorize payments for activities and other expenditures at organization level to ensure there is transparency with grant expenses.

#### **6. Human Resource and organization Development:**

- Foster a safe, inclusive working environment emphasizing on staff well-being and professional growth for every staff working for CHESO.
- Lead staff recruitment, retention and performance appraisal in accordance to CHESO's HR standards in collaboration with HR department.
- Promote gender equity and inclusion during hiring processes and adherence to safeguarding principles.
- Mentor staff and build capacity of the organizational staff. Ensure that CHESO adapt a computerized HR systems that favors both the staff and CHESO.
- Initiates capacity development opportunities for CHESO HR and Finance working staff.

### **QUALIFICATIONS AND EXPERIENCES**



- Labour Card is a must requirement.

- Master degree in public Health, Social Sciences, Agriculture, Gender Studies or project management from a recognize certified university.
- Bachelor degree with a minimum of 5-8 years of working experience in senior management position with INGO or NNGO in humanitarian or development sector. At least 3 years in leadership roles.
- Proven track record in organizational leadership, management, strategic management and program implementation.
- Demonstrate experience in gender equality, diversity inclusion and gender-transformative programming in south sudan in the last 10 years.
- Partnership working experience with donors like USAID, UNICEF, WFP, UNFAO, UNMISS and International Consulates (embassies), EU.
- Strong understanding of south sudan humanitarian context with deep understanding to protection, WASH, food security, education, health and climate resilient' initiatives needed to provide a long-lasting impact.
- Proven ability in fundraising and partnership management, advocacy and resources mobilization.
- Experience in financial literacy and experience in managing large grants from mult-donors.
- Strong leadership, communication, negotiation and representation skills.
- Fluent in english required, other additional languages Arabic and local languages as added value.
- This vacancy is **only for qualified Women Nationals.**

## HOW TO APPLY

Qualified Interested candidates are invited to submit the following documents.

1. **A cover letter (Max 1 page)** outlining motivation and suitability for the position.
2. **A CV (max 7 pages)** including three professional referees, one must be the most recent or current employer.

**SUBMIT YOUR APPLICATION TO:** [chesosouthsudan@gmail.com](mailto:chesosouthsudan@gmail.com) **SUBJECT LINE:**  
Application for Executive Director CHESO South Sudan before **5:00 PM 14<sup>th</sup> April 2026.**

NB: Interested candidates are requested to apply to the vacancy by submitting their academic certificates, updated CV and motivational letter via email provided above. Hand delivered applications will not be considered.

