



## SOUTH SUDAN GRASSROOTS INITIATIVE FOR DEVELOPMENT (SSGID)

### VACANCY ANNOUNCEMENT

<b>Job Title</b>	<b>Country Programme Director</b>
<b>Duty Station</b>	Juba – South Sudan
<b>Reporting to</b>	Executive Director – SSGID
<b>Vacancy No</b>	VA# 001/2020
<b>Closing Date</b>	30 <sup>th</sup> March 2020



#### BACKGROUND:

*South Sudan Grassroots Initiative for Development (SSGID)* is a non-profit making organization that was founded in South Sudan in 2013 by a group of youths and women with the aim of responding to the ever increasing social, economic, health and illiteracy challenges facing many people in South Sudan. SSGID is legally registered in South Sudan as national Humanitarian and Community Development organization with the *Relief and Rehabilitation Commission (RRC)*. SSGID core sectors of work include Food Security and Livelihoods, WASH, Education, Health and Peace Building, which are line with current South Sudan needs for attaining sustainable development (SDGs).

SSGID is a very dynamic and innovative organisation which is likely to take on other areas of work as dictated by the needs in South Sudan and the global community. The organisation could also extend her operations to other regions, in addition to South Sudan.

SSGID therefore seeks to recruit a highly competent Country Programme Director effective from 10<sup>th</sup> April 2020 to oversee the development of programmes – in South Sudan. The initial contract will be for a period of 1 year with possibility of extension upon performance.

#### ROLE PURPOSE

The Country Programme Director is responsible for the overall management, coordination, monitoring and evaluation of all programmes and projects implemented by SSGID in South Sudan

#### KEY JOB RESPONSIBILITIES

The Country Programme Director: he/she will perform the following functions-

**1. Provides strategic guidance to SSGID for effective, quality and timely implementation of all current and future actions in the humanitarian and development realm.**

- Drafts SSGID policy instruments on the development, implementation, monitoring, reporting and evaluation of the new generation humanitarian, development and peace actions as the primary instruments for the planning and implementation of SSGID activities in the country;
- Provides leadership to SSGID in asserting vision and accountability for SSGID to operate as a nimble, innovative and enterprising development partner, demonstrating characteristics of a knowledge-based organization and thought leader;
- Leads the strategic design of SSGID's policy and programmatic services, operational capabilities, and partnership mechanisms;
- Facilitates close engagement across the humanitarian, development and peace domains, as required by the country context;





- Leads the identification, analysis and prioritization of joint programmatic work of SSGID in response to national priorities and in line with the SSGID Vision, Mission and Values.
  - Directs SSGID Joint Work plans; facilitates SSGID monitoring and evaluation (M&E) and reporting; organizes preparation and provision of the SSGID Annual Country Results Report for SSGID and to the Government and other stakeholders;
  - Facilitates the engagement of all liked agencies and development partners in inter agency fora and in discussions with external partners;
- 2. *Initiates and coordinates external partnerships and joint resource mobilization efforts for the new generation SSGID.***
- Initiates and coordinates effective working relationships with national and international public, civil society and private partners to facilitate knowledge sharing in support of SSGID development, implementation, and monitoring and evaluation;
  - Provides substantive support for positioning the SSGID as a key provider of integrated services in South Sudan and as a platform in support of the SDGs, in consultations with a broad range of stakeholders;
  - In close collaboration with the Executive Director, leads in the formulation and implementation of the SSGID Partnership Strategy as well as the Resource Mobilization Strategy, and other initiatives in support of SDG achievement in South Sudan;
  - Leads the design, formulation, implementation, monitoring and reporting of joint programming processes in SSGID;
  - Facilitates and coordinates joint resource mobilization and partnering efforts at country level;
  - Leads the strategic messaging and communication initiatives SSGID.
- 3. *Manages knowledge management and capacity development activities in SSGID***
- Facilitates the transfer of knowledge and effective communications in SSGID and with grassroots partners;
  - Leads the sharing of best practices, trends, knowledge and lessons learned in SSGID and with grassroots partners;
  - Coordinates thematic activities and knowledge-sharing forums and encourages others to participate;
  - Leads knowledge sharing activities (through training and facilitating peer exchange) in SSGID and with grassroots partners;
  - Monitors and analyses SSGID experiences, lessons learned and knowledge networking to contribute to strategic planning processes.
- 4. *Leads overall management of SSGID to ensure efficient and effective substantive adherence to organizational policies and procedures.***
- Provides support for the formulation and implementation of the substantive work programme of SSGID; allocates and monitors SSGID resources for delivery of outputs and reporting on results;
  - Manages the activities undertaken by SSGID, ensuring that programmed activities are carried out in a timely fashion;
  - Manages processes related to human and financial resource management, procurement, general administration, security, and information technology SSGID;
  - Manages, guides and trains staff; facilitates teamwork and communications among staff of SSGID and across organizational boundaries;
  - Promotes a work environment in SSGID, that is conducive to innovation and engagement with a diverse set of stakeholders and delivers results on time and as planned;
  - Performs other related duties, as required.





5. *This Job is assumed to have the following time allocation*

- Country program leadership, management, communication and reporting (60%)
- Field monitoring and evaluation (20%)
- SSGID representation role nationally and internationally, strengthening linkages and partnerships (20%)

6. *Competencies*

- **Professionalism:** Ability to apply sustainable development theories, concepts and approaches. Ability to identify issues, analyse and participate in the resolution of issues/problems. Ability to conduct data collection using various methods. Conceptual analytical and evaluative skills to conduct independent research and analysis, including familiarity with and experience in the use of various research sources, including electronic resources on the internet, intranet and other databases. Shows pride in work and in achievements; demonstrates professional competence and mastery of subject matter; is conscientious and efficient in meeting commitments, observing deadlines and achieving results; is motivated by professional rather than personal concerns; shows persistence when faced with difficult problems or challenges; remains calm in stressful situations. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.
- **Accountability:** Takes ownership of all responsibilities and honours commitments; delivers outputs for which one has responsibility within prescribed time, cost and quality standards; operates in compliance with organizational regulations and rules; supports subordinates, provides oversight and takes responsibility for delegated assignments; takes personal responsibility for his/her own shortcomings and those of the work unit.
- **Client Orientation:** Considers all those to whom services are provided to be "clients" and seeks to see things from clients' point of view; establishes and maintains productive partnerships with clients by gaining their trust and respect; identifies clients' needs and matches them to appropriate solutions; monitors ongoing developments inside and outside the clients' environment to keep informed and anticipate problems; keeps clients informed of progress or setbacks in projects; meets timeline for delivery of products or services to client.

7. *Managerial Competencies:*

- **Leadership:** Serves as a role model that other people want to follow; Empowers others to translate vision into results; Is proactive in developing strategies to accomplish objectives; Establishes and maintains relationships with a broad range of people to understand needs and gain support; Anticipates and resolves conflicts by pursuing mutually agreeable solutions; Drives for change and improvement, does not accept the status quo; Shows the courage to take unpopular stands; Provides leadership and takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work; demonstrates knowledge of strategies and commitment to the goal of gender balance in staffing.
- **Judgement/Decision-making:** Identifies the key issues in a complex situation, and comes to the heart of the problem quickly; gathers relevant information before making a decision; considers positive and negative impacts of decisions prior to making them; takes decisions with an eye to the impact on others and on the Organization; proposes a course of action or makes a recommendation based on all available information; checks assumptions against facts; determines that the actions proposed will satisfy the expressed and underlying needs for the decision; makes tough decisions when necessary.

8. *Education:*

- Advanced university degree (Master's degree or equivalent degree) in business or public administration, sustainable development, social sciences, education or related area. A first-level university degree in combination with 7 additional years of qualifying experience may be accepted in lieu of the advanced university degree.





**9. Work Experience:**

- A minimum of seven years of progressively responsible experience in strategic planning, sustainable development policy, project/programme management and resource mobilization in the context of development cooperation or related area is required. Previous experience in working in South Sudan is highly desired.

**10. Other Desired Attributes:**

- Experience of working in collaboration with partners and government counterparts and in managing diverse project teams.
- Good report writing and communication skills
- Good trainer, facilitator and supervisor
- Demonstrable experience in development of winning food security grant proposals and budgets
- Ability to design and implement capacity building plans and initiatives for staff and partners
- Experience in field work and community mobilization; and in training groups of beneficiaries
- Fluency in written and spoken English
- Knowledge and skills in the use of MS Office application package
- Flexibility and willingness to change work practices and hours, and capability to work in remote and sometimes insecure environment with no electricity and poor road networks.

**11. Reporting Lines:**

The position reports to the SSGID Executive Director.

**12. How to apply:**

Interested and qualified candidates should submit an application letter and CV plus 3 names of referees (one of them being their immediate supervisor) with their full contacts to: via email address [ssgidrecruitment@gmail.com](mailto:ssgidrecruitment@gmail.com). Indicate the job Title '**Country Programme Director (CPD)**' on the Subject line. Only short-listed candidates will be contacted for interviews. Closing date for receiving applications is on 30<sup>th</sup> March 2020, before 12:00 am midnight. This is an **International** /National post. Qualified females are highly encouraged to apply.

*Disclaimer:* SSGID does not charge any kind of fee at whichever stage of the recruitment process and does not act through recruitment agents.

*Note:* The successful candidate must be ready to start work immediately

