Part of Plot No.848, Block 3, Gurei South, 4th Class, Residential Area, Juba-South Sudan
Email: info@theglobalvoices.org; Website: www.theglobalvoices.org Tel: 0920-697-600.

JOB ADVERTISEMENT

Job title:	Programme Manager
No. of positions:	One (Female)
Position Code:	GVO/PM/26/01/2026
Country Programme:	South Sudan
Duty Station:	Juba
Position opened for:	South Sudanese Nationals Only
Reporting to:	Executive Director
Application open date:	04th November 2026
Application Deadline:	23rd November 2026
Contract Duration:	Full time 6 Months (with 3 months' probation) with possibility of extension

OVERVIEW OF GLOBAL VOICES ORGANIZATION - SOUTH SUDAN:

Global Voices Organization-South Sudan (GVO) is a vibrant survivor led, women led humanitarian and development organization established to promote gender equality, survivor empowerment including women and girls and access to justice throughout South Sudan. The organization is registered with the Relief and Rehabilitation Commission (RRC). GVO envisions a society where survivors including women and girls are breaking barriers of stigma, exclusion/discrimination, poverty and are influencing decisions that affect them. GVO seeks to provide safe spaces for collaboration and dialogue through connecting voices from local, national, regional and global levels to engage a larger community facing similar issues in a respectful and organized manner.

GVO is looking for a young, vibrant, competent and qualified South Sudanese who shares our vision and mission to fill the position of Programme Manager who will be responsible for strategic leadership and oversight of GVO's humanitarian and development programme in South Sudan, ensuring overall effective and timely planning, implementation, monitoring, and reporting of projects, while safeguarding donor compliance, and community accountability. The Programme Manager will also play a critical role in aligning programme delivery with GVO's mission to amplify community voices and promote equality, peace, and resilience.

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GLOBAL VOICES ORGANISATION 04 NOV 2026 SOUTH SUDAN

KEY DUTIES AND RESPONSIBILITIES OF THE PROGRAMME MANAGER WILL INCLUDE:

- Deputize the Executive Director as the Head of Programmes.
- Lead the design and development of programme strategies and work plans aligned with GVO's mission and donor priorities.
- Lead and coordinate programme activities across multiple projects.
- Ensure timely delivery of outputs and achievement of outcomes.
- Supervise project managers and provide technical guidance.
- Establish monitoring and evaluation frameworks.
- Track progress against indicators and prepare regular reports for management and donors.
- Identify risks and propose mitigation strategies.
- Manage programme budgets and ensure compliance with financial policies.
- Oversee procurement and resource allocation for programme activities.
- Build and maintain relationships with donors, partners, government agencies, and communities.
- Represent GVO in coordination meetings, workshops, and advocacy forums.
- Ensure programmes contribute to the overall mission and strategic priorities.
- Provide leadership, coaching, and mentoring to programme staff.
- Ensure procurement and resource allocation comply with GVO policies and donor regulations.
- Promote a culture of accountability, learning, and continuous improvement.

REQUIRED QUALIFICATION & COMPETENCIES:

- **Education:** Bachelor's degree in Development Studies, Project Management, Law, Human Rights, Social Sciences, or related field; Master's degree preferred.
- **Experience:** Minimum 5 years of professional experience as programme manager, programme coordinator, head of programmes, preferably in humanitarian or NGO contexts.
- **Knowledge:** Strong understanding of national and regional GBV Frameworks, gender equality, survivor centered approaches, human rights based approaches, conflict sensitivity, humanitarian principles, and the South Sudan context.
- **Technical Proficiency:** Advanced expertise in programme design, project cycle management, MEAL systems and donor compliance and financial oversight proven ability to apply best practices, analytical thinking, problem-solving skills to deliver high-quality, results-oriented programmes
- **Skills:** Excellent leadership, coordination, communication including workshop moderation skills; strong analytical and reporting abilities; mature and disciplined person; proficiency in English with knowledge of local languages as an asset.

KEY PERFORMANCE INDICATORS:

- Timely and quality delivery of all programme outputs and outcomes against strategic work plan.
- Full compliance with donor and financial policies with efficient and accountable budget utilization.

MINISTRY OF LABOR
04 NOV 2026
REPUBLIC OF SOUTH SUDAN

04.11.2026

GLOBAL VOICES ORGANISATION
04 NOV 2026
SOUTH SUDAN

- Timely submission of high-quality donor reports demonstrating measurable impact and lessons learned.
- Demonstrable programme impact through achievement of all MEAL indicators and beneficiary targets.
- Strong leadership, effective team performance, and active representation in coordination and advocacy forums

ADHERENCE TO PSEA, SAFEGUARDING, AND ETHICAL CODE OF CONDUCT GUIDELINES:

- GVO maintains a zero-tolerance policy towards sexual exploitation, abuse, and harassment. All staff are required to uphold the highest standards of professional conduct and safeguarding in line with international humanitarian principles.
- GVO is committed to safeguarding and promoting the welfare of children, women, and vulnerable adults. We expect all staff and volunteers to share this commitment and uphold the highest standards of conduct.
- All staff are required to uphold and sign the organization's Code of Conduct, which sets out the standards of professional behavior expected in all activities and interactions. This includes integrity, respect, accountability, and zero tolerance for corruption, exploitation, or abuse.
- All appointments are subject to pre-employment screening in line with Anti-Money Laundering (AML) and Countering the Financing of Terrorism (CFT) regulations.
- Selected candidates will undergo rigorous reference and background checks against past behavior related to SEA, safeguarding, code of conduct and criminal behavior and may be required to provide additional information during the selection process to ensure candidates meet highest standards conduct.

HOW TO APPLY:

GVO retains the discretion to re-advertise or cancel the recruitment.

Qualified candidates may submit copies of their Cover letter, CV and academic credentials through the email address vacancy@theglobalvoices.org or through hand delivery to GVO Head Office in Juba **(Part of Plot No.848, Block 3, Gurei South, 4th Class, Residential Area, Juba-South Sudan).** Please address the subject of the email or envelop "GVO/PM/26/01/JUBA" by 23rd November 2026 latest 5:00 pm. **Please note that this is a national and local position.**

GLOBAL VOICES ORGANISATION
04 NOV 2026
SOUTH SUDAN

MINISTRY OF LABOR
04 NOV 2026
REPUBLIC OF SOUTH SUDAN

04.11.2026