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Inspector  
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12 OCT 2020  
MINISTRY OF LABOUR  
PUBLIC OF SOUTH SUDAN

**VACANCY ANNOUNCEMENT**

Position: Livelihoods & Food Security Team Leader – FFP  
Reports to: LFS Project Coordinator – FFP  
Supervision Project of: LFS Project Officers  
Duty station: Wau (1 position), Mankien (1 position) and Leer (1 position)  
Travel: 100%  
Project number: FFP (Pending approval of funding)  
Duration and type of contract: 24 months

The Norwegian Refugee Council (NRC) is an independent humanitarian organisation. Our task is to improve international protection of refugees and internally displaced persons, and to offer humanitarian assistance regardless of race, nationality or political views. Our efforts are founded on the principle that all human beings are entitled to a life in peace, liberty, safety and equality, as this is expressed in the Universal Declaration of Human Rights. NRC has been working in South Sudan since 2004. Our core activities include Education, Shelter & WASH, Food Security & Livelihoods (FSL), and Information, Counselling & Legal Assistance (ICLA).

All NRC Employee are expected to work in accordance with the organization's values. to be **dedicated, innovative, inclusive** and **accountable** are attitude and believe that shall guide our actions and relationships.

**Background of the project**

NRC as a lead of CARB consortium is in a process of receiving BHA (USAID) Food for Peace Grant. The project is mainly to improve food security of at risk populations. NRC is intending to achieve the objectives through multi sector approach including Livelihoods and food security, Information counselling and legal assistance and protection in Western Bahr el Ghazal and Unity States of South Sudan. The Livelihood and Food Security (LFS) project Team Leader is a key role in the implementation of the project and is required to have a strong experience in USAID funded projects and documented project implementation experience.

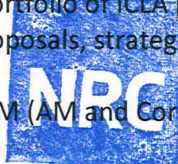
**1. Role and responsibilities**

The purpose of the ICLA Coordinator position is to implement delegated ICLA project portfolio activities. The following is a brief description of the role.

**Generic responsibilities (max 10)**

These responsibilities shall be the same for all positions with the same title. The responsibilities shall be short and essential. Details belong in the Work- and Professional Development Plan.

1. Line management of ICLA project field staff
2. Adherence to NRC policies, guidance and procedures
3. Contribute to ICLA strategy development, project proposals and provide input on needs and gaps
4. Manage and implement delegated portfolio of ICLA projects (activities, budget and project documentation) as delegated from PM in line with proposals, strategies and donor requirements, and ensure high technical quality
5. Provide regular progress reports to PM (AM and Core Competency Specialists if no PM)



6. Ensure that projects target beneficiaries most in need of protection, explore and assess new and better ways to assist
7. Promote and share ideas for improvement and necessary changes in the activities
8. Ensure capacity building of project staff and transfer key skills
9. Liaise and collaborate with relevant local authorities and other key stakeholders
10. Promote the rights of IDPs/returnees in line with the advocacy strategy

#### Specific responsibilities

These responsibilities shall be adapted to the particularities of the job location and context, phase of operation, strategic focus and type of programme intervention. This section shall be revised whenever a new employee is hired or the context changes significantly.

- Provide day-to-day supervision and support to the ICLA teams including implementation of Human Resources related processes (recruitments, orientation, training, performance management)
- Develop and deliver capacity building trainings for humanitarian partners, local authorities and displaced community leaders on HLP, displaced women's HP rights, and Collaborative Disputes resolutions
- Mobilize and coordinate the humanitarian response by protection actors to risks or threats of eviction and forced evictions
- Contribute to the development of and dissemination of technical materials on HLP topics to protection and shelter clusters
- Analyse HLP documents such as working group strategy documents, work plans, contingency plans and advocacy messages
- Actively promotes synergies between NRC's ICLA, and shelter programming, through provision of HLP technical support to shelter teams
- Regularly gather information on relevant HLP laws, policies, and practices in South Sudan and ensure ICLA teams have access to such information
- Any other task relevant to the position as requested by the Supervisor.

#### Critical interfaces

By interfaces, NRC means processes and projects that are interlinked with other departments/units or persons. Relevant interfaces for this position are:

- Project planning: CC Specialists
- Area operations: Support Coordinators (field office coordinators)
- Staff capacity building: CC Specialists, HR Development Officer
- Implementation: CC Specialists

#### Scale and scope of position

Staff:	Numbers and titles of staff directly managed by the post holder, and numbers of staff and daily workers/incentive staff responsible for overall in the unit (2 ICLA Project Officer staff)
Stakeholders:	Key external stakeholders the post has relationships with UN agencies, INGOs, local NGOs, civil society, governmental bodies
Budgets:	List of budgets covered by post holder, and size of budget about 349,739 USD -(SSFL1504-DFID PPA)
Information:	GORS, Bi-Weekly, Project Proposals, Intranet
Legal or compliance:	Terms of employment, vendors requirements, donor requirements

## 2. Competencies

Competencies are important in order for the employee and the organisation to deliver desired results. They are relevant for all staff and are divided into the following two categories:

### 1. Value driven competencies

Values are aspirational attitudes and beliefs that influence the way people conduct themselves. NRC's values are: Dedicated, Innovated, Inclusive and Accountable.

### 2. Professional competencies

These are skills, knowledge and experience that are important for effective performance.

#### **Generic professional competencies for this position:**

- Experience from working in livelihood and food security project implementation position in a humanitarian/ recovery context
- Previous experience from working in complex and volatile contexts
- Documented results related to the position's responsibilities
- Knowledge about own leadership skills/profile
- Fluency in English, both written and verbal

#### **Context related skills, knowledge and experience** (shall be adapted to the specific position):

- Bachelor Degree/Masters in a related field.
- 2/3 years of work experience
- Knowledge of the LFS context in South Sudan and the specific Programme area
- Knowledge of Arabic is an advantage
- Experience with ongoing programme implementation.

### 3. Behavioural competencies (max 6)

These are personal qualities that influence how successful people are in their job. NRC's Competency Framework states 12 behavioural competencies, and the following are **essential** for this position:

- Handling insecure environments
- Managing resources to optimize results
- Empowering and building trust
- Managing performance and development
- Planning and delivering results

### **3. Performance Management**

The employee will be accountable for the responsibilities and the competencies, in accordance with the NRC Performance Management Manual. The following documents will be used for performance reviews:

- The Job Description
- The individual Work- and Professional Development Plan
- The Competency Framework

#### **Application Procedure:**

- The applicant must provide a detailed CV as well as an application letter with an explanation as to why he/she would like to work for NRC, and why you believe you are the best candidate for this position. Contact details including phone numbers and address plus three references (one of these should be your current or most recent employer) are essential.
- Please do not submit original certificates. Submitted application documents will **NOT be returned**.



- Applications must be submitted no later than on the **30<sup>th</sup> October 2020** by email [SS.job@nrc.no](mailto:SS.job@nrc.no), or in an enclosed envelope clearly marked **“LIVELIHOODS & FOOD SECURITY TEAM LEADER – FFP”** to any nearby NRC offices

**Only short-listed candidates will be contacted, by e-mail or by phone.**

**FEMALE WITH REQUIRED QUALIFICATION AND EXPERIENCE ARE ENCOURAGED TO APPLY**

**The position is open to South Sudanese Nationals Only**

