Job Opening

Head of Programmes and Partnerships (HoPP)

Job Title	**Head of Programmes and Partnerships (HoPP)**
Reports to	**Country Director**
Location	**Juba, with frequent travel with frequent travels**
Position Status	**Non-Relocatable**
Date of advert	**20th November 2026**
Closing Date	**17th December 2026**
Anticipated start date	**February 2026**
Number needed	**01**
Contract duration	**12 months with possibility of extension**
Grade Level	**H**

Brief Background

War Child has been working in the territory that now constitutes South Sudan for more than 2 decades. The organization focuses on provision of child protection, mental health and psychosocial support education and livelihoods support for conflict affected children in collaboration with government, national/local partners and international organizations.

The WCH South Sudan Country Office is part of the WCH Africa cluster, which also includes Country operations in Uganda, DR Congo, Sudan, Chad, CAR and operations through partnerships in several other countries on the continent. The Regional Hub in Kenya provides support to all countries where the organisation has operations in the region. Intensive collaboration also takes place with the WCH Home Office in the Netherlands and funding members in the UK, Germany, US and Sweden.

General Objective of the Role

The HoPP will ensure that programmes in South Sudan are effectively developed, coordinated, implemented and monitored in line with the War Child Global Strategy, WCH South Sudan Country Strategy and according to national and international standards. The role includes managing, capacity building and supporting the Program team with focus on child protection (CP), Mental Health and Psychosocial Support (MHPSS), education and youth programs.

The HoPP will also – in collaboration with the Country Director - develop and maintain strategic and effective relationships with relevant authorities and partners – INGOs, local NGOs, government agencies, UN agencies and institutional donors. The HOPP will ensure coordination and complementarity between the programs activities and national policies and plans.

Position in the organization

The Head of Programmes & Partnerships reports to the Country Director and is part of the Country Management Team (CMT). She/he has a functional relationship with thematic advisors and specialists (CP, MHPSS, education and youth) at the cluster and Global level of the organisation and participates in the Global Programme Managers platform.

Direct Reports: HoPP manages Field Coordinators (who manage Field Locations), CO based Programme leadership staff (including Child Protection, MHPSS and Education Advisors and MEAL Team).

MINISTRY OF LABOUR
Approved by HR Director
20 NOV 2026
REPUBLIC OF SOUTH SUDAN
RELIEF REHABILITATION COMMISSION
20 NOV 2026
REGISTRAR GENERAL
REPUBLIC OF SOUTH SUDAN
WAR CHILD NETHERLANDS
KVK 41216393
VAN OSTADESTRAAT 149-1073TK

Roles & Responsibilities plus key result areas;

1. **Country Strategy, Annual Plans and reports and risk management**
   - Support Country strategy development, implementation and review
   - Supports the country director with the coordination of Annual plan and report for the HQ and donors
   - Support with the implementation of audits recommendations

2. **Program Development**
   - Leads the Program Development and Implementation team, overseeing strategic development of programs through a participatory approach that involves communities, partners, WCH cluster team and WCH South Sudan country office team
   - Proactively advises CD / CMT on context, program content, partnerships and grant management
   - Ensures that program design and implementation complement national priorities and plans, and those of other stakeholders (INGOs, local NGOs, UN agencies, etc), and identifies synergies with other programs in and out of War Child's main sectors.

3. **Partnership building and fund-raising / resources mobilisation**
   - Serve as partnership lead in engagement with national/local partners, joint proposal development, oversight in national/local partner performance reviews and grants management
   - Collaborates with Partnership Officer and the CD, cluster team and global team - in identifying (potential) donor and INGO partners in South Sudan

4. **Program Implementation and Quality**
- Leads program team, overseeing the effective implementation of all programs and projects that are implemented with partner organizations
- Ensures that project implementation meets expected results as per project logframe and complies with donor requirements including budget management, financial control, accountability standards, reporting, in collaboration with other CMT members
- Oversees preparation of donor reports according to the required schedule and responds to any additional information needs of the donors with support from the Operations Support Team.
- Responsible for internal communication, information exchange, experience sharing, and lessons learned within programs team and sharing with the Operations teams, CMT, regional and global advisors.
- Ensure proper Rafiki/grant management online platform and SharePoint grant administration
- In close collaboration with CMT, organizes/conducts or involves WCH South Sudan in advocacy initiatives at county, state, and national level in collaboration with other actors

5. **Coordination and representation**
- Coordinates and ensures development and maintenance of productive relationships with key program implementation partners and stakeholders like relevant government agencies, INGOs, local NGOs, UN-OCHA, relevant UN cluster groups, donors and other stakeholders.
- Represents War Child in donor meetings and (UN and other) coordination platforms, ensuring War Child's active participation, information exchange, sharing lessons learned and best practices

6. **Staff Management and capacity building**
- Supports the country director provide proper supervision and management of program, operation and finance team and lead the establishment of strong and functioning country team.
- Supports and ensures proactive development of competencies and capacity of WCH program staff and local partners in collaboration with technical team including sharing of ideas, knowledge and expertise
- Effectively manages the performance of direct reports, including appraisals and feedback.

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7. Integrity and "Do No Harm"

- In collaboration with CMT - promote and uphold the War Child Integrity Framework and "Do No Harm" principles, aiming at strong awareness and respect by War Child staff and partners of all War Child policies- Safeguarding and PSEA, Code of Conduct, Anti-Fraud Anti-Corruption - and standard principles in this area

Qualifications, Skills, Competencies and experiences

- Minimum of 4-8 years of relevant experience in program and partnership management, fundraising / resources mobilization with an (I)NGO in an international/ humanitarian context
- Specialist level knowledge and experience in at least two of the thematic areas is desirable (CP, MHPSS, education and youth empowerment).
- Post Graduate Education with relevant academic background e.g. Social Work, Psychology, Sociology, Community Development, Child Rights etc.
- Strong experience in program design and development, and strategic planning using participatory approaches
- Experience in managing donor projects and working with institutional donors, including the EU, NL-MOFA, ECHO, UN-OCHA, UNICEF, etc, and demonstrated understanding of donor regulations.
- Proven experience in leading and managing people, including in capacity development of teams and partners
- Proven experience in institutional fundraising including developing concept notes and proposals
- Demonstrated experience in developing strategic partnerships, networking and representation, including with ministries, institutional governmental donors, UN agencies, INGOs and civil society actors
- Solid experience in working with local partners and communities, and community-based approaches
- Demonstrated experience in capacity building of staff and national/local partners

Personal skills

- Strong leadership & solid management skills with results focus
- Excellent communication and interpersonal skills, including the ability to act in a diplomatic way in delicate situation (cultural sensitivity)
- Flexibility, and able to work in dynamic environments requiring initiative and teamwork
- Strong coaching skills and ability to facilitate learning
- Excellent command of English
- Stress-resilient to be able to cope with complex problems and deadlines.
- Affinity with War Child's mandate.

Commitment to the vision and goals of War Child Holland in South Sudan including adherence to the Child safeguarding and integrity policy is essential.

How to apply:

Application letters along with an updated CVs (maximum 3 pages) with details of three most recent referees addressed to the Human Resources Department and be delivered to **War Child Holland Country Office at Juba located at Goshen House.** You could also drop by **email** to recruitment.ssd@warchild.net. The position **"Head of Programs and Partnerships"** must be clearly indicated in your subject line of email or on the envelope. Supporting documents are not required at this stage of application.

War Child Holland-South Sudan values your applications; however, qualified female candidates are highly encouraged to apply, only shortlisted candidates will be contacted.

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