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 Approved by  
 Inspector of Labour  
 16/8/24  
 16 AUG 2024  
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**Plot No. 07, Block BX, Jerusalem Apartments North of MTN Centre & East of Twin Towers Supermarket & Apartments, Juba, South Sudan**

<b>Job Title</b>	Project Manager
<b>Program</b>	South Sudan Program
<b>Duty Station</b>	Akobo and Nasir Counties
<b>Expected Start Date</b>	September, 2024
<b>Reporting to</b>	Program Manager
<b>Candidature</b>	Open to all (female candidates are encouraged to apply)
<b>Application Closing Date</b>	6 <sup>th</sup> September, 2024

**• Organizational Background**

Vétérinaires Sans Frontières Suisse (VSF Suisse) is an International NGO working in South Sudan since 1995, with geographical focus in Greater Upper Nile region, Northern Bahr el Ghazal and Central Equatoria States (Juba County). VSF-Suisse focuses on preventing and alleviating suffering, disease, and hunger, and contributing to socio-economic development and sustainable environment, in areas where livestock, agriculture and related issues play, or could play an important role in improving peoples' livelihoods, food and nutrition security and resilience. VSF-Suisse endeavours to provide communities with holistic management approaches to Conflict Mitigation, Livestock and Agriculture issues including: healthcare, One Health, production management, animal welfare, natural resource management marketing support, veterinary public health and, value chain in Agriculture and livestock production as well as non-farm income generation for women and youth groups in Agro-pastoral environment; and child protection programming. VSF-Suisse promotes innovative service delivery approaches including: capacity building of livestock keepers and farmers through pastoral/farmer field schools; integrated crop and livestock production technologies as sustainable means of increasing productivity and community-based animal health system through training of animal health service providers, support to cold chain system and establishment of private veterinary pharmacies model for sustainable animal health services delivery. VSF Suisse mainstreams and integrates cross-cutting issues such as environment, protection, gender and HIV / AIDs in its program strategies. VSF Suisse integrates and applies the principles of Conflict Sensitivity, Do No Harm and Accountability to Affected Populations in its programming.

VSF-Suisse is part of THRIVE's consortium partners led by GOAL which aims to bolster resilience in conflict and climate affected communities in Greater Upper Nile (GUN). THRIVE's strategy is anchored around four integrated approaches: Market Systems Development (MSD); Localised & Community-Led Approaches; Gender Equality & Social Inclusion; and Social & Behaviour Change. VSF-Suisse is hiring a project manager who will be in charge of project activities within the targeted counties.

**Key Responsibilities**



The Project Manager will oversee and coordinate all project activities related to fisheries, livestock, non-timber forest products, climate change and disaster risk management, economic and market system development, peacebuilding, social cohesion, and gender empowerment within the designated county. The Project Manager will ensure the successful implementation of the project, leading a team of four key officers and ensuring that all activities align with the organization's goals and objectives. This position requires strong leadership, coordination, and



management skills, as well as experience working in rural and challenging environments.

**Project Management and Implementation:**

- Oversee the implementation of all project activities related to fisheries, livestock production, non-timber forest products, climate change adaptation, disaster risk management, economic and market system development, peacebuilding, and gender empowerment.
- Ensure that project activities are executed according to the work plan, within the allocated budget, and on time.
- Monitor project progress, identify challenges, and take corrective actions to address any issues or delays.
- Lead the development of detailed implementation plans, budgets, and reports, ensuring that all project documentation is accurate and up-to-date.

**Team Leadership and Supervision:**

- Provide leadership, guidance, and support to the team of project officers, assistants and support staff.
- Facilitate regular team meetings, coordinate activities across sectors, and ensure effective communication and collaboration among the team members.
- Conduct performance appraisals, identify capacity-building needs, and provide mentorship and professional development opportunities for the team.

**Stakeholder Engagement and Coordination:**

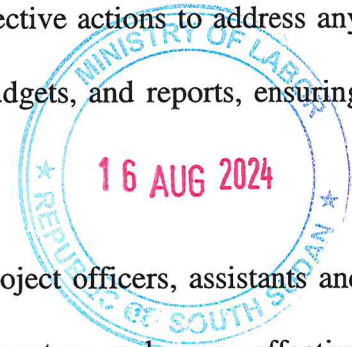
- Establish and maintain strong relationships with local government authorities, community leaders, and other relevant stakeholders to ensure effective collaboration and support for project activities.
- Represent the organization in coordination meetings, forums, and networks related to fisheries, livestock production, non-timber forest products, disaster risk management, and peacebuilding.
- Work closely with local communities to ensure their active participation in project activities, ensuring that their needs and priorities are incorporated into the program.

**Monitoring, Evaluation, and Reporting:**

- Lead the development and implementation of monitoring and evaluation frameworks to assess the impact and effectiveness of project activities.
- Conduct regular field visits to monitor project activities, gather data, and ensure compliance with the project's objectives and standards.
- Prepare and submit timely reports to the line supervisor, donors, and other stakeholders, highlighting achievements; challenges, lessons learned, and recommendations for future activities.
- Support the development of effective M & E tools and ensure their application in collection of quality program data, safe management of a central data base and reporting in conjunction with the MEALS Officer.

**Resource Management:**

- Manage project resources, including human, financial, and material resources, to ensure efficient and effective implementation of activities.
- Oversee the procurement and distribution of necessary inputs, such as veterinary supplies, non-timber forest product tools, and climate adaptation materials.
- Ensure that all financial and procurement procedures are followed according to



organizational policies and donor requirements.

#### **Risk Management and Compliance:**

- Identify and mitigate risks associated with project implementation, including those related to security, environmental impacts, and community relations.
- Ensure that all project activities comply with organizational policies, donor regulations, and relevant national laws.
- Promote the integration of gender equity, environmental sustainability, and social inclusion into all project activities.

#### **Capacity Building and Training:**

- Develop and implement capacity-building initiatives for local communities, government counterparts, and other stakeholders to enhance their knowledge and skills in areas such as fisheries management, livestock production, climate change adaptation, and conflict resolution.
- Work with the team to develop training materials and deliver workshops on key project topics, ensuring that training is accessible and relevant to the target population.

#### **Advocacy and Resource Mobilization:**

- Identify opportunities for advocacy to influence policies and practices related to fisheries, livestock production, climate change adaptation, and peacebuilding.
- Effectively participate in assessments and provision of information to contribute to the development of projects concept notes and proposals.
- Coordinate, collaborate, cooperate and liaise with the country and field level program management teams for both VSF-Suisse and partner organizations to ensure effective follow up on all issues relating to project implementation through effective communication, information management and timely response actions.
- Lead in the preparation of thematic presentations, articles, publications and other such materials as may be necessary for enhancing learning and raising the profile of the organization's work.
- Support the development of Terms of References for open technical staff positions and scheduled consultancies and other such contracts, agreements
- Support program procurement processes and procedures in close cooperation with the Operations Team to ensure quality supplies and adherence to laid down procurement procedures in line with program requirements.
- Represent VSF Suisse in key technical thematic and cluster coordination meetings, government partners and donor meetings in Juba and support the work of cluster thematic groups and other initiatives relevant to the organization's programming strategies, notably the FSL and Protection Clusters.

#### **Core Competencies and Qualifications Required**

**Education:** A Bachelor's degree in Project Management, Animal Health, Agriculture, Natural Resource Management, Environmental Science, Rural Development, or a related field.

#### **Experience:**

- At least 5-7 years of experience in project management, preferably in a rural development, humanitarian, or natural resource management context.
- Demonstrated experience working in areas related to fisheries, livestock production, economic development, or peacebuilding



- Experience managing and leading a team in a challenging and complex environment.

### **Skills and Competencies:**

- Strong project management skills, including budgeting, planning, and reporting.
- Excellent leadership and team management skills, with the ability to mentor and motivate staff.
- Strong communication and interpersonal skills, with the ability to work effectively with diverse stakeholders.
- Proficiency in using Microsoft Office Suite and project management tools.
- Ability to work independently and manage multiple tasks under tight deadlines.

**Language:** Fluency in English is required. Knowledge of local languages is an asset.

### **Other Requirements:**

- Willingness to travel frequently to remote project sites and work in challenging environments.
- Demonstrated commitment to the organization's mission and values, including gender equity, social inclusion, and environmental sustainability.

### **Application Procedure**

Interested candidates should submit applications to the below email address;

**Office.Juba@vsf-suisse.org** or hand delivery to VSF Suisse office in Hai Jerusalem, Juba and submit the following application documents:

- Application Letter (not more than one page).
- Detailed CV indicating e-mail and telephone contacts and at least three referees (max 3 pages).
- Motivation Letter (one page) detailing previous experience and relevance to position.
- Scanned copy of National ID/ Passport.
- Scanned copies of Academic Certificates, Testimonials and Recommendation Letters.

### **Safeguarding**

VSF-Suisse is committed to creating a safe and supportive environment for all individuals involved in our programs, particularly vulnerable populations. We implement robust safeguarding policies and practices to prevent harm, exploitation, and abuse, and we take immediate action when these standards are not met.

### **Accountability in VSF-Suisse**

In addition to our safeguarding policy, VSF-Suisse is committed to being an equal opportunities employer and has a set of integrity policies. Candidates who are offered a job with VSF-Suisse will be expected to adhere to the following key areas of accountability:

Commit to maintaining full transparency in all our operations, communications, and decision-making processes, ensuring that stakeholders have access to accurate and timely information about our activities, financial management, and outcomes.

Prioritize the voices and needs of our stakeholders, including beneficiaries, partners, donors, and employees. Seek and respond to their feedback, concerns, and suggestions, and integrate them into planning and implementation processes.



activities are conducted with honesty, fairness, and respect. Hold ourselves accountable for acting in the best interests of the communities we serve and for adhering to our organizational values.

**Commitment to Results and Impact:** We are dedicated to achieving measurable and meaningful outcomes through our work. Hold ourselves accountable for the effective use of resources and the delivery of high-quality programs that create sustainable impact in the communities we serve.



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