

VACANCY



Finnish Refugee Council (FRC) / Suomen Pakolaisapu (<https://pakolaisapu.fi/en/>) is a Finnish non-governmental organisation with HQ in Helsinki. The Finnish Refugee Council advocates for the rights of refugees, displaced populations and migrants, and supports them for a new beginning. By reinforcing equity and creating opportunities for everyone to lead a decent life, FRC supports the establishment of fair and equal societies.

Education forms the foundations of an equal society, and FRC's activities place emphasis on capacity building for the most vulnerable members of societies as well as for community-based organisations, thus strengthening basic democratic structures. Protection for the most vulnerable, particularly women and girls, is also at the centre of FRC operations as well as humanitarian assistance for the forcibly displaced and the most vulnerable among the host communities.

FRC has been registered under the Relief and Rehabilitation Commission (RRC) and accorded legal personality with Reg. No. 5128 on 8th of November 2023 as International Organisation. Should the funds FRC applied for to the Ministry for Foreign Affairs of Finland be granted as expected, FRC will start its operations in South Sudan in the second quarter of 2024 implementing the 1 year-long humanitarian intervention in East Akobo County, Jonglei State titled "*Supporting vulnerable returnees from Sudan & Ethiopia and local population in South Sudan border areas*" which includes multi-purpose cash support, financial literacy and GBV protection components.

FRC is searching for a motivated and experienced professional, either international or South Sudanese national,

Country Director for South Sudan

to provide leadership for the establishing country programme in South Sudan, operational management and strategic direction in line with FRC vision and objectives, expand our country programme through analysis of the context, and strategic response, identify and secure donor funding locally and representing FRC in front of national and international stakeholders.

Description of Main tasks:

- Strengthen the presence of FRC in the country and its country office and programme.
- Supervise the management of FRC humanitarian and development interventions.
- Expand the scope of FRC operations both geographically and sector-wise and the donor portfolio.

Specific duties and responsibilities:

- Responsible for managing the organisation in accordance with the national laws and regulations and FRC policies and regulatory framework.
- To plan, implement and monitor the project expenditure and ensure the compliance with agreed donor funded budgetary planning and donor requirements, ensuring an efficient and effective management of the Country Office.

- Assess the activities undertaken, ensuring efficient, accountable and transparent use of resources and ensures timely reporting.
- Support partner organisations in the fulfilment of their duties according to programme design, in particular providing supervision, direction and mentoring.
- Ensure that logistic, administrative and financial procedures set by the HQs are complied with.
- Following HQs policy on security, ensuring that appropriate security guidelines and procedures are in place and complied with at the Country level.
- Design, in consultation with FRC HQ, the Country Strategy and updates it regularly based on identified needs and possibilities within the FRC strategic framework.
- Assess the donor environment and opportunities for funding and seeks partnerships with other actors, both national and international.
- Recruit, supervise and manage national personnel ensuring that individuals work effectively together to achieve the country programme objectives.
- Enhance programme management skills of national team members through formal and non-formal training.
- Liaise and network with both international and national stakeholders.
- Support Communications and Fund-raising unit by providing writings, photos and other information on field activities.
- Represent FRC in front of the National Authorities, Institutional Donors, international and national organisations and the coordination mechanisms present at national level.

The Country Director responds to the Head of Humanitarian Operations and Global Grants and coordinates with the Director of the International Programme.

Requirements:

Education:

- University Degree in relevant subjects (i.e. Education, Social Sciences, Development or equivalent)

Key competencies:

- Strong experience in result-based project development and management
- Excellent communication skills and ability to represent FRC with a broad range of stakeholders including donors, government officials, national and international organisations
- Familiarity with financial management and bookkeeping
- Ability to work in a team, with culturally diverse group of people
- Problem solving skills in day to day as well as crisis situations
- Strategic planning



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- Negotiation skills
- Ability to draft complex narrative text, such as project proposals and reporting
- Proficient written and spoken English language skills

Further requirements:

- Commitment to FRC's values and Humanitarian Principles.
- Relevant experience (at least 5 years) in a senior management position within INGO sector, including responsibility for project management and budget management and control, in humanitarian and development interventions.
- Relevant experience in education and/or livelihoods and GBV protection sectors.
- previous experience in South Sudan (or East/Horn of Africa) and in conflict-affected areas.
- Proficiency in using Microsoft Office package.

Desirable:

- Training on PCM, finance and administration and security
- Familiarity and previous experience in functional adult literacy programmes.

Duration of assignment

One year; this post is subject to securing the funds FRC has already applied for to implement a humanitarian intervention in Jonglei State; confirmation about this funding is expected by the end of February/beginning of March 2024. The likely start date of the assignment is 1th of April 2024.

Duty Station

Juba with frequent travels to project area/s (at least 30% of the time).

Contact

Applications (CV and cover letter) should be sent to recruitment@refugeecouncil.fi by 14th of February 2024. Interviews will be tentatively held on 1st and 2nd of March 2024.

Everyone applying must comply with FRC Code of Conduct, and all FRC policies (e.g., on Prevention of Sexual Exploitation, Abuse and Harassment, Gender Equality, HR, Conflict of Interest and Anti-Fraud and Anti-Corruption).

Commitment to Gender, Equality, Diversity, and Inclusion: FRC is committed to creating a diverse, inclusive, respectful, and safe work environment where all persons are treated fairly, with dignity and respect. FRC expressly prohibits and will not tolerate discrimination, harassment, retaliation, or bullying in any work setting.