



Consortium of  
Rural women for  
Agribusiness  
Development  
Organization  
(CORWADO)

Consortium of Rural Women for Agribusiness Development Organization (CORWADO)

Head Office: Magwi, Behind Christ the King Catholic Parish, Eastern Equatorial State,

Munuki Block "B", Mia Saba (107) Road,

Opposite Leaf Energy Petrol Station, Juba, South Sudan

Contact Telephone: +211925090099 or WhatsApp +211925090099

Email: [info@corwado.org](mailto:info@corwado.org), [corwadosouthsudan@gmail.com](mailto:corwadosouthsudan@gmail.com)

## Vacancy Notice:

Reference Number: WBeG-PM-001-2025

### Programme Manager, (Food Security, Market Systems Development (MSD) & Private Sector Engagement).

**Job Title:** Programme Manager, (Food Security, MSD and Private Sector Engagement).

**Reports to:** Head of Programmes and Operation.

**Contract:** 12-month fixed-term contract, renewable based on funding availability and satisfactory performance, following the successful completion of a three (3)-month probation period.

**Location:** Based in Wau, Western Bahr el Ghazal State (Covering Wau and Jur River Counties).

**Start Date:** As Soon As Possible (ASAP).

**Opening date:** 27 November 2025.

**Closing Date:** 10 December 2025.



### Introduction:

Consortium of Rural Women for Agribusiness Development Organization (CORWADO) is a women-led national NGO registered under RRC No. 5164 and operating across multiple states in South Sudan. Established in 2022, CORWADO empowers rural communities especially women and youth through agribusiness development, financial inclusion, climate-resilient livelihoods, market systems strengthening, and community-driven resilience initiatives. CORWADO has implemented multi-donor programmes in Eastern Equatoria, Western Equatoria, Upper Nile, and Western Bahr el Ghazal, reaching more than 25,000 farmers, women entrepreneurs, and youth groups. Our work spans food security and livelihoods, market systems development (MSD), climate-smart agriculture, gender equality, WASH, peacebuilding, and emergency response. We are recognized for our locally led, community-driven approach, strong technical expertise, robust safeguarding and financial management systems, and deep field presence. CORWADO partners closely with government institutions, UN agencies, private sector actors, and civil society to deliver inclusive, sustainable, and high-impact development and humanitarian programmes.

### Job Profile

Consortium of Rural Women for Agribusiness Development Organization (CORWADO) has been awarded the Norwegian Ministry of Foreign Affairs/NORAD-funded programme, Localized Approaches to Food Systems Transformation, which is currently being implemented in Western Bahr el Ghazal State. CORWADO seeks an experienced Programme Manager, Food Security, MSD & Private Sector Engagement to lead a high-impact programme in WBeG State. The Programme Manager will provide overall strategic, technical, and managerial leadership ensuring strong planning, timely delivery, quality assurance, and full compliance with donor and organizational standards. The role requires a dynamic leader with proven expertise in market systems development, private sector engagement, financial inclusion, climate-smart agriculture, and value chain strengthening in fragile contexts. The Programme Manager will oversee programme strategy, staff management, budgeting, procurement, coordination, risk mitigation, and adherence to safeguarding, gender, protection, and accountability requirements.

The post-holder will represent the programme with government authorities, UN agencies, private sector actors, financial institutions, local partners, and community structures. They will drive innovation, promote gender equality and youth economic empowerment, and strengthen climate-resilient and inclusive food systems. This position requires a results-oriented professional with strong analytical, communication, and team leadership skills committed to delivering measurable and sustainable impact for women, youth, and smallholder farmers.

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Juba - South Sudan [www.corwado.org](http://www.corwado.org)



## Key Responsibilities:

### **Programme Leadership and Management:**

- Provide strategic direction and overall leadership to the programme, ensuring that implementation aligns with the project results framework, donor expectations, CORWADO's strategy, and national policies.
- Lead the development and execution of annual and quarterly work plans, budgets, procurement plans, and activity schedules, ensuring they are realistic, cost-effective, and fully aligned with programme outcomes and indicators.
- Supervise and mentor programme and field teams, providing technical oversight, performance management, and continuous capacity strengthening to ensure high-quality delivery across all components.
- Ensure compliance with CORWADO policies, Norwegian MFA/NORAD grant requirements, procurement rules, safeguarding standards, and financial management procedures, integrating strong internal controls and risk mitigation measures.
- Oversee day-to-day programme operations, ensuring timely implementation of activities, efficient resource utilization, and accountability for results.
- Lead the preparation, consolidation, and timely submission of high-quality narrative and financial reports, ensuring accuracy, evidence-based reporting, and alignment with donor formats and deadlines.
- Coordinate internal programme reviews, learning reflections, and adaptive management processes, ensuring interventions remain relevant, efficient, and responsive to emerging risks or contextual changes.
- Strengthen integration and coherence between programme components (food security, MSD, private sector engagement, climate-smart agriculture, gender, and financial inclusion) for maximum impact.
- Ensure that cross-cutting themes gender equality, youth empowerment, protection, conflict sensitivity, and environmental sustainability are mainstreamed throughout programme planning and implementation.

### **Partnership and Stakeholder Coordination:**

- Strengthen and maintain strategic relationships with state and county government authorities, line ministries, local administrations, NGOs, UN agencies, private sector actors, and financial institutions to ensure effective coordination and an enabling environment for programme delivery.
- Represent CORWADO in key coordination platforms, including food security, livelihoods, resilience, and MSD-related clusters, working groups, and donor forums at state and national levels—providing updates, sharing lessons, and contributing to joint planning and policy discussions.
- Facilitate inclusive and commercially viable linkages between producer cooperatives, agribusinesses, input suppliers, off-takers, microfinance institutions, and other market actors to strengthen value chains and promote sustainable economic opportunities for women and youth.
- Support localization and capacity strengthening efforts, building the technical and organizational capacity of cooperatives, community structures, producer groups, and local partners to enhance governance, accountability, market readiness, and long-term sustainability.
- Ensure strong communication, coordination, and information sharing across partners and stakeholders, contributing to harmonized implementation, reduced duplication, and improved alignment with government development priorities.
- Champion CORWADO's presence and credibility as a leading national organization in food systems strengthening, MSD, and climate-resilient livelihoods, fostering trust, visibility, and long-term collaboration with partners and donors.



#### Technical Oversight and Quality Assurance:

- Provide high-level technical leadership and advisory support across all programme components, ensuring interventions are grounded in best practices in food security, agricultural value chain development, inclusive markets, and community resilience.
- Lead the integration and application of Market Systems Development (MSD) principles, including market analysis, systemic constraints identification, facilitation strategies, private-sector partnerships, and scalability pathways to ensure sustainable and market-driven results.
- Oversee the mainstreaming of climate-smart agriculture (CSA) including climate-resilient production techniques, agroecology, integrated pest management, soil and water conservation, and climate adaptation strategies within farmer groups, cooperatives, and community structures.
- Ensure strong gender equality and social inclusion (GESI) integration, promoting equitable participation of women, youth, and vulnerable groups across training, decision-making, value-chain engagement, and access to financial and productive assets.
- Strengthen the programme's quality assurance systems, ensuring adherence to technical standards, donor guidelines, safeguarding commitments, and conflict sensitivity throughout the programme cycle.
- Oversee and validate high-quality data collection, analysis, and reporting, ensuring that monitoring systems capture accurate results, learning, and behavioral/market changes across outcomes and indicators.
- Document and disseminate lessons learned, success stories, case studies, and promising practices, strengthening CORWADO's evidence base, organizational learning, and donor visibility.
- Promote innovation and localized, context-driven solutions, encouraging the adoption of technologies, market solutions, community-led models, and private-sector innovations that strengthen local food systems and rural economies.
- Provide hands-on technical backstopping to field teams, cooperatives, agribusiness groups, and partners to enhance technical capacity and ensure high-quality implementation.



#### Monitoring, Evaluation, and Learning (MEL):

- Collaborate closely with the MEL Officer to design, refine, and operationalize a robust monitoring, evaluation, and learning framework aligned with the project's results framework, indicators, and donor requirements.
- Ensure systematic tracking of outputs, outcomes, and impact, supporting real-time data collection, data verification, and analysis to guide adaptive management and evidence-based decision-making across all programme components.
- Facilitate regular review, reflection, and learning sessions with programme staff, community structures, and partners—promoting continuous improvement, sharing of lessons learned, and adaptation of strategies based on emerging insights and contextual changes.
- Support documentation and dissemination of evidence, including success stories, learning briefs, case studies, research findings, and thematic analyses to strengthen CORWADO's knowledge base, donor visibility, and sector-wide learning.
- Contribute to policy engagement and advocacy efforts, leveraging programme evidence to inform state-level dialogues on food security, market systems, resilience, and climate adaptation.

#### Compliance, Reporting, and Accountability:

- Ensure strict compliance with donor regulations, contractual obligations, project budgets, procurement rules, and CORWADO's internal financial and operational policies, integrating strong internal controls and risk-mitigation mechanisms throughout the programme cycle.



- Support internal and external audit processes, including preparation of documentation, facilitation of field verification, responding to audit queries, and ensuring timely implementation of all audit recommendations to strengthen accountability and financial integrity.
- Promote and uphold accountability to affected populations (AAP) by ensuring meaningful participation, accessible feedback and complaints mechanisms, timely feedback loops, and inclusion of beneficiary perspectives in planning and decision-making.
- Ensure full adherence to safeguarding, PSEA, child protection, gender, and protection from harm policies, ensuring staff, partners, and community actors understand and consistently apply CORWADO's safeguarding standards.
- Identify, monitor, and proactively manage programme risks, including operational, fiduciary, contextual, and safeguarding risks; develop mitigation measures; and ensure corrective actions are taken promptly to safeguard programme results and donor confidence.
- Ensure timely preparation and submission of high-quality reports, including narrative, financial, procurement, and compliance reports, in line with donor formats, requirements, and reporting schedules.
- Maintain transparent documentation and record-keeping systems, ensuring all supporting documents procurement files, beneficiary lists, training reports, financial records are accessible, organized, and audit-ready at all times.



#### Qualifications and Experience:

- Master's or Bachelor's degree in Agriculture, Economics, Food Security, Rural Development, or Agribusiness and Value chain management or a related field.
- 5-7 years of progressive experience managing donor-funded programmes, preferably in food security, livelihoods, market systems development (MSD), or private sector engagement.
- Proven experience working with bilateral and multilateral donors, including the Norwegian Embassy, USAID, NORAD, EU, UN agencies, or similar institutional donors.
- Strong technical expertise in food systems transformation, climate-resilient agriculture, resilience-building approaches, and MSD/market facilitation.
- Demonstrated leadership and team management experience, with the ability to mentor staff, coordinate diverse teams, and manage complex field operations.
- Hands-on experience in programme design, budgeting, procurement oversight, and Results-Based Management (RBM), including logframes, indicators, and workplans.
- Excellent analytical, strategic thinking, and problem-solving skills, with the ability to adapt to evolving contexts and manage programme risks.
- Strong communication and documentation skills, including high-quality report writing and presentation abilities.
- Proficiency in MS Office, digital data collection tools, and project management systems.
- Fluency in English (written and spoken) is required; knowledge of Arabic or local languages) is an added advantage.
- Willingness to travel frequently to project sites across Western Bahr el Ghazal, including Wau and Jur River Counties.

#### Key Competencies and skills:

- Strategic leadership and vision, with the ability to translate programme goals into actionable plans.
- Strong technical expertise in food security, climate-smart agriculture, value-chain development, MSD, and private sector engagement.
- Excellent programme management skills, including planning, budgeting, procurement oversight, and Results-Based Management (RBM).



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- Proven partnership-building ability, fostering strong relationships with government, UN agencies, NGOs, private sector actors, and community structures.
- Effective team leadership and people management, with experience supervising, mentoring, and motivating diverse teams.
- Competence in MEL systems, data-driven decision-making, and adaptive programme management.
- Strong understanding of donor compliance requirements, financial controls, procurement rules, and accountability standards.
- Demonstrated commitment to safeguarding, gender equality, PSEA, and social inclusion programme design and implementation.
- Excellent communication skills, including high-quality report writing, presentations, facilitation, and stakeholder engagement.
- Strong analytical, problem-solving, and decision-making abilities, especially in complex or fragile contexts.
- High level of adaptability and resilience, with the ability to manage changing priorities and operational challenges.



## HOW TO APPLY

Submit your application via email to: [recruitment@corwado.org](mailto:recruitment@corwado.org). Please clearly indicate the position and the vacancy reference number, along with your full name, in the subject line of the email. (Example: Programme Manager - FS/MSD/PSE - Ref: COR-PRG-001-Your Name).

Applicants may also submit hard-copy applications (Application Letter, CV, and copies of academic/professional certificates) in a sealed envelope clearly marked with the position title and vacancy reference number on the top left corner of the envelope.

Deliver to:

Human Resource/Recruitment Department

Consortium of Rural Women for Agribusiness Development Organization (CORWADO) South Sudan

Munuki, Block "B", Mia-Saba (107) Road

Opposite Leaf Energy Petrol Station.

For directions or inquiries, please call: +211(0) 923085544.

Due to the urgency of this position, applications will be reviewed on a rolling basis and the vacancy may be filled before the closing date. Candidates are strongly encouraged to apply as early as possible. Due to the urgency of this position, applications will be reviewed on a rolling basis, and the vacancy may be filled before the closing date. Candidates are strongly encouraged to apply early.

## **Safeguarding and Pre-Employment Checks:**

All employment offers are contingent upon satisfactory reference checks and completion of required background screenings, which may include criminal record checks and terrorism financing vetting. CORWADO is a participating member of the Inter-Agency Misconduct Disclosure Scheme (MDS). In accordance with this scheme, we will request information from an applicant's previous employers regarding any findings of sexual exploitation, sexual abuse, or sexual harassment (SEAH), as well as any ongoing investigations related to such misconduct at the time the applicant left their role. By submitting an application, candidates acknowledge and consent to these recruitment procedures and the sharing of relevant information for safeguarding purposes.

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