



EXTERNAL ADVERTISEMENT

Humanitarian and Development Consortium (HDC) is a South Sudanese national NGO established in 2008, legally registered by Relief and Rehabilitation Commission (RRC) under Reg. No. 137. HDC vision is to empower communities. HDC delivers high-quality programming targeting women, children, and other persons of concern affected by the crises and climate shocks across South Sudan. HDC is implementing a four years' strategic plan with five program pillars; i.e. *Protection, Gender & Inclusion; Peacebuilding and Justice; Food Security and livelihoods; Public & Reproductive Health and Education*. HDC has operational presence across four (4) states (Upper Nile, Jonglei, Central Equatoria, Lakes) and two (2) administrative areas (Greater Pibor & Ruweng) in South Sudan, working with a dedicated team of 320 staff.

HDC has secured a long-term program aimed at enhancing economic resilience among youth and women in urban settings and refugees in the camps including IDPs and returnees. The program seeks to create sustainable income-generating opportunities and improve access to employment, vocational skills, and entrepreneurship support. Gender equity and inclusion are core pillars of the program. *It is in this framework, that HDC is to recruit;*

JOB TITLE:	Program Manager - Food Security & Livelihood (1)	Duty station	Juba with frequent visit to Field offices
REPORTS TO:	Head of Program		
CONTRACT PERIOD:	One (1) year with possibility of extension	TYPE:	Full-time
OPENING DATE	17 th April, 2025		
DEADLINE OF SUBMISSION:	9 th May, 2025		
NATIONALITY	South Sudanese		

Job Purpose

The Program manager will report to the Head of Program (HoP). The Program Manager will be responsible for implementation, and provision of technical guidance to project staff and Refugee Led Organizations (RLOs) to implement all FSL projects. He/she will be responsible for assessments, planning, implementation, monitoring, capacity building (trainings), reporting and coordination with Consortium partners, UN clusters and local authorities, other key stakeholders and RLOs. The Livelihood manager will ensure that interventions are inclusive, market-driven,

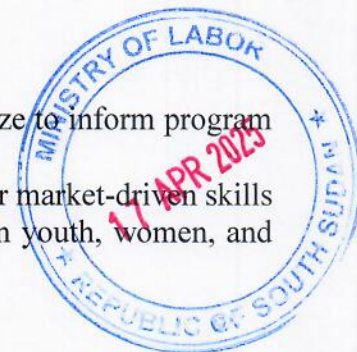


and aligned with the specific needs of young people, women, and refugees, while integrating gender equality into all program components.

Duties and Responsibilities

Program Management and Technical Leadership

- Regularly capture latest in-country needs, trends and gaps and analyze to inform program design, planning, implementation and monitoring of the program.
- Actively engage with relevant stakeholders and develop strategies for market-driven skills training, business development, and job placement tailored to urban youth, women, and refugees.



Program Planning and Implementation

- Ensure all FSL projects are managed effectively and efficiently (on time and within budgets) and achieving set objectives and milestones as per required standards.
- Support in the development of concept notes and proposals to donors.
- Ensure all strategies are informed by gender, age, and diversity analysis and respond to the unique barriers faced by women and marginalized groups.
- Provide technical support to staff and RLOs on inclusive livelihood programming.
- Lead implementation of needs assessments (e.g., labor market analysis, value chain studies, inclusive markets) to inform program impact.
- Ensure compliance with donor standards for program management.
- Regularly monitoring field activities and provide timely inputs and feedback to the Area Managers to ensure the implementation is effective and efficient.
- Assess the potential of the communities to establish a community-based support system for the vulnerable cases.
- Work closely with logistics, including planning for procurement and delivery of project inputs
- Ensure feedback and accountability measures are in place in all FSL project activities sites to ensure the voices of beneficiaries and stakeholders are captured and responded to.
- Promote team collaboration and learning through regular reflection sessions and adaptive management.
- Provide capacity-building initiatives for Refugee-led Organizations (RLOs), strengthening TVET (Technical and Vocational Education and Training) programs, and fostering a supportive environment for youth to thrive both in education and entrepreneurship.

Stakeholder Engagement and Partnerships

- Coordinate with local government, private sector actors, vocational training institutions, and NGOs to create employment linkages.
- Represent HDC in NGO, INGO, Consortia and UN FSL cluster meetings, P2E Technical Working group at National and local level.
- Strengthen partnerships with women's groups, youth networks, refugee leaders, and community-based organizations.



- Ensure HDCs visibility on relevant FSL platforms and missions including advocacy.

Monitoring, Evaluation, and Learning (MEAL)

- Guide the technical direction of M&E approach and strategy: Lead work related to monitoring and evaluation activities of the program.
- Develop M&E framework and plans for all FSL projects including baselines, PDMs, End line evaluations and Impact story documentations.
- Review project log frame and indicators regularly and suggest changes if required.
- Ensure donor contractual requirements are fulfilled, including projects interventions implemented by RLOs.
- Provide oversight, training, data management support and guidance on M&E to all FSL project staff.
- Submit all required reports in good quality and in timely manner (weekly, monthly, quarterly & donor specific) and in compliance with donor reporting standards and deadlines.
- Data collection by using needs assessment, identification of beneficiaries and data collection to be done either via paper forms or through digital equipment.
- Work with the M&E team to develop gender-sensitive indicators and monitoring tools.
- Promote adaptive programming based on evidence and feedback from participants.

Qualifications, Skills and Competencies Required

- Degree in Agriculture, natural resources management and livelihoods related fields.
- Minimum of 5 years' relevant experience in FSL program management and/or economic empowerment programs.
- Practical experience in project cycle management, log frame development, proposal writing and donor reporting.
- Knowledgeable and experience on market system development, market analysis, TVETs, Business development, including CMDRR.
- Good understanding of the cluster coordination system and experience in coordination with various actors.
- Practical experience in working with CBOs, Consortiums, youth groups, women groups, and displaced/ refugee populations.
- Strong background in gender-sensitive and inclusive programming.
- Experience in urban development or humanitarian settings preferred.
- Demonstrated ability to lead multi-disciplinary teams.
- Excellent interpersonal and communication skills.
- Strong leadership and organizational skills.
- Fluency in English (spoken and written); knowledge of local languages is an asset.

INTERESTED AND QUALIFIES APPLICANTS:





We empower the communities

Humanitarian and Development Consortium

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Interested and qualified applicants can submit their application letters including a CV in English, copies of Nationality and qualification documents, both phone and email contacts details of at least three professional reference (At least one a direct supervisor) to the following email: info@hadcafrica.org before 10th May, 2025.

NB: Humanitarian and Development Consortium (HDC) has zero tolerance for Sexual Exploitation and Abuse (PSEA) and adhere to safeguarding policy and code of conduct that is enshrined in the prevention of Sexual Exploitation and Abuse (PSEA) which is a mandatory to all the staff employed by HDC.

Safeguarding & Gender Equality

HDC is committed to safeguarding and promoting involvement and participation communities it serves. The Livelihood Program Manager must actively promote gender equity and inclusion, and uphold the highest standards of ethical and professional conduct in all activities.

HDC is an equal opportunity employer, promote gender equality, diversity and encourage qualified females to apply.

NB: Due to the urgent need to fill the position, HDC recruitment team will continually review the applications upon submission, conduct the interviews and possibly select the suitable candidate even before the deadline. If interested, kindly submit your application as soon as possible.

Disclaimer: *Those that applied earlier for the position of Livelihood Project Officer are advised not to apply and only shortlisted candidates will be contacted.*

