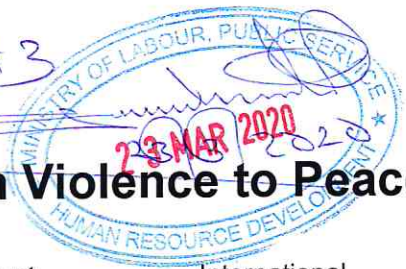




SD 143



Programme Manager – From Violence to Peace

Location	Juba, South Sudan	Department	International
Reports to (Job Title)	Senior Programme Manager	Salary Band	C
Matrix manager (if applicable)	SAPO	Competency level	3

Role definition

Role purpose

This role offers an exciting opportunity to manage Christian Aid’s portfolio of ‘From Violence to Peace’ projects in South Sudan, a key part of Christian Aid South Sudan’s wider programme of work. The PM will be responsible for managing Christian Aid’s peacebuilding projects and partnerships in accordance with Christian Aid’s From Violence to Peace strategy for South Sudan. This dynamic work includes projects addressing support for community-led peacebuilding and conflict transformation, dialogue and reconciliation, psychosocial support, and peace education, based on a rigorous commitment to conflict sensitivity.

A very significant component of the role will be dedicated towards management of a high-profile project, funded by the UK government, working in partnership with CAFOD and Trocaire in Partnership (CTP) to support the South Sudan Council of Churches (SSCC) as it implements its Action Plan for Peace (APP – see below for more information). The Programme Manager will be responsible for managing the delivery of the Project framework, which is based on a APP and will work closely with SSCC in its delivery. The Project focuses on local level support to churches as they implement the Action Plan for Peace, incorporating further support for the national scope of the pillars of the APP and strengthening a learning approach.

The PM will ensure the timely delivery of this important project, including managing a team and working closely with a wide range of stakeholders at the local, regional and national level. CA has been working with the churches in South Sudan since the 1970s, and we have strong expertise in working with local and national partners. The PM will play a key role in ensuring that CA and CTP’s support for the APP effectively supports the critical role of the churches in representing the voice of the voiceless and building sustainable peace and reconciliation in South Sudan.

The PM joins the CA team as it is on a positive and exponential growth path, as evidenced by increased funding, strengthened peacebuilding and humanitarian programming, improved performance and strengthening of its networks. This is an exciting opportunity to ensure the delivery of a project which can make an important contribution at local, regional and national level.

Key outcomes

- Effective management and delivery of From Violence to Peace Projects (in particular the Project on support for SSCC APP), working very closely with CA and CTP colleagues and SSCC programme staff



- Programmes are delivered to a very high quality, and project frameworks are strengthened in line with the From Violence to Peace strategy and approaches, with an active commitment to conflict sensitivity.
- Monitoring and evaluation are effectively implemented, and learning feeds back into improving programme design.
- Strong relationship management, including representation of Christian Aid and the country programme in internal and external meetings.
- An approach which is true to CA's partnership model in ensuring that delivery is led by the SSCC and relevant church representatives, including accompaniment as part of a much wider collaboration.
- Effective coordination with other partner organisations and church bodies.
- Financial management and reporting are timely and accurate, including oversight of budgets, funding and donor compliance.
- Management of a small team of staff, consultants and accompaniers.

Role agility

Expected travel per annum Over 75 days

On call/unsocial hours Yes, in event of Christian Aid response to humanitarian emergency.

Surge capacity for emergency responses Yes - could be required to to travel for more than 75 days p.a. and for a period of up to 3 months but for no more than 6 months p.a. with no less than one month's interval between postings unless in extreme circumstances.

In order to respond to ever changing demands within the environment, Christian Aid operates within an agile framework (both workforce and operational) that requires from all employees, a high level of responsiveness and adaptiveness to processes and structures making flexibility and a project based working approach the norm. To sustain this system, managers may agree further details of specific tasks and duties as part of the performance agreement. Any reasonable duty may be assigned that is consistent with the nature of the job and its level of responsibility, and employees may be required to change the focus of their role from time to time.

Role context

This post will be based in Juba and will include some travel to various sites around the country to engage with partners and oversee project activities, ensuring conflict sensitivity. The post-holder is expected to take a long-term strategic perspective, ensuring the delivery of activities to achieve this vision. The PM is expected to respond quickly and decisively under pressure to crisis or problems that affect others. The post holder will make practical and realistic decisions, and be proactive in creating solutions and overcoming obstacles within a complex operational context. The PM will work closely with team and wider stakeholders to consolidate lessons, monitoring and evaluation, which will feedback into improving the design of the programme.

The PM will be responsible for managing 'From Violence to Peace' programme staff from CA, and will be managed by CA's Country Manager, with matrix management from the Senior Adviser. The PM will work very closely with CAFOD and Trocaire in Partnership programme staff, and also liaise closely with SSCC programme staff and local church representatives, and ensure strong coordination with other partner organisations. Effective relationship management is critical, understanding how to coordinate with and manage relationships with diverse stakeholders. Resource manage is also key, ensuring diligent stewardship of resources with efficient recording and financial reporting.



Background on the Action Plan for Peace:

Through its Action Plan for Peace (APP), the ecumenical South Sudan Council of Churches (SSCC) has developed a framework to resolve conflict, build peace, and reconcile the people of South Sudan. The APP was formally launched in September 2015 beginning a multi-year process. Since then national level structures have been established and activities have begun in line with the strategies for each of the four pillars of the APP. The Advocacy pillar provides a means to influence opinions and policies towards peacefully resolving conflict, at all levels from high-level to grassroots. The Neutral Forum pillar provides a safe space for stakeholders to discuss the root causes of conflict and envisage a peaceful future. Reconciliation will restore and heal relationships within the nation. The fourth pillar enables a sustainable approach which builds strong institutional capacity.

Role requirements	
Relationships	
<p>External Churches, SSCC staff, partner organisations, local community actors, peacebuilding actors, institutional and other donors, government departments, local authorities, coordination bodies, civil society, consultants, service providers, media</p> <p>Internal The post holder will collaborate closely with the South Sudan team, Christian Aid Ireland, other departments within the organisation including programme advisors, advocacy, programme funding, communications and media, finance, HR, Corporate Security Manager</p>	
Decision making	
<p>This is a senior leadership and management role. The post holder is required to make decisions relating to management in relation to the programme. This includes bringing a strong strategic focus to programme development and management.</p> <p>Budgetary/savings responsibility</p> <p>Responsibility for overseeing annual budget of From Violence to Peace programme, especially in relation to the support for the SSCC APP project. This role will ensure delivery of the programme in a manner that considers value for money and will coordinate activities across activities to minimise duplication of efforts and ensure coordination. Savings expected to be realised from effective programme planning and coordination.</p> <p>Analytical skills</p> <p>Responsible for development and implementation of programme consisting of diverse projects, activities and partners. The post holder will ensure coordination of programme interventions and carry out troubleshooting, making decisions that are responsive to each unique situation. This is a highly complex operating environment with a range of relationships. The programme also feeds into and has implications for wider Christian Aid priorities. Expected to take account of the wider and longer-term consequences of own and others' ideas, recommendations and decisions. Risk assessment is an important part of developing the solution. Innovation and problem-solving are fundamental to developing solutions.</p>	
Developing self and others	
<p>Number of Direct reports 2-3</p>	<p>Overall people management responsibility</p>





Required to work under own initiative, self-manage workload. Required to be a team worker and be pro-active in bringing innovation and solutions. Responsibility for developing, coaching and motivating colleagues / project team members, including those who report in through others. Monitor performance development and review across major projects to ensure that best practice is being met.

Role related checks

Child protection clearance Standard **Counter terrorism screening** Not required

Person specification

Applied skills/knowledge and expertise

Essential

- Experience working in South Sudan or other high-risk conflict environment
- Substantial experience of project management with multiple stakeholders
- Substantial management and leadership experience (excellent supervision, interpersonal and team-building skills)
- Strong experience of peacebuilding programmes and technical approaches
- Experience working with churches and ecumenical networks
- Experience working with institutional donors
- Fluency in written and spoken English
- Experience working with local and national partners
- Postgraduate degree in relevant field

Desirable

- Qualification in programme or financial management
- Understanding of protection and gender mainstreaming / inclusive programming
- Experience of advocacy on peacebuilding related issues
- Public speaking skills and/or experience working with the media
- Juba Arabic or other local language

Digital/IT competencies required

Word, Excel, PowerPoint	Intermediate	Web content design & development	Basic
Internet based collaboration tools and video calling	Intermediate	Social Media	Basic
Data Visualisation	Basic		

DATE CREATED	23/03/2020
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Application Process

Please express your interest to this post by applying through Christian Aid’s online recruitment system on the website www.christianaid.org.uk/jobs

Enquiries can be mailed to: jubarecruitment@christian-aid.org

Application deadline: 8th April, 2020

