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Approved by  
Mol 07/7/2022  
*[Signature]*

Annexes



**Job Description**  
**County Managers for Panyijaar County**  
**Resilience through Agriculture in South Sudan (RASS)**

**IFDC South Sudan**

The International Fertilizer Development Center (IFDC) in consortium with DAI, who is the consortium lead, and CARE, is implementing development project in South Sudan. Building on USAID's decades of investment in the South Sudan agricultural sector and catalyzing the resourcefulness and creativity of South Sudanese communities, the Resilience through Agriculture in South Sudan (RASS) Project is designed to support and accelerate the transition from relief to recovery to sustain conditions for improved food security and community and household recovery and resilience in the 13 targeted counties in South Sudan. The 13 target counties include Panyijar, Akobo, Urur, Duk, Wau, Jur River, Leer, Mayendit, Ulang, Baltet, Pibor, Budi and Kapoeta North.

The project will focus on three core objectives which include improving the effectiveness of local systems and strengthening the capacities of community groups to achieve market sensitive production under Objective 1; facilitating increased production of diverse nutritious foods by strengthening productivity, reducing food loss and improving nutrition behaviors under Objective 2 and; Objective 3 will target subsistence farming households, strengthening their capacities to sustain and diversify their livelihood and participate in market opportunities emerging from activities under Objectives 1 and 2. Overall management of the RASS Project and management of activities under Objective 3 are the responsibility of DAI and CARE is responsible for management of activities under Objective 2. IFDC will lead on activities under Objectives 1 which aims to ensure that 15,000 South Sudanese farmers apply improved farm-management practices and technologies; aims to establish 5 public-private partnerships and aims to ensure that 20,000 ha of land are under improved management practices.

The RASS project will apply the resilience pathways approach. This approach entails implementing interventions iteratively and modifying them as circumstances change to ensure that households and communities have increased social cohesion, stronger local structures and capacity, and productive and sustainable diverse livelihoods to mitigate, adapt to, and recover from shocks and stresses—and reducing the need for international organizations to deliver as much emergency relief.

**CONTEXT AND GENERAL TECHNICAL REQUIREMENTS**

RASS will work through local partners to ensure the sustainability and local ownership of RASS interventions strengthening the capacity of local partners and local stakeholders, where it is needed. RASS will work through field offices either directly or through co-location within existing consortium partners and therefore operations collaboration and coordination will be at the center of this desired result.

RASS county teams will be adapted to each county's specific needs and will be nimble, flexible, and adaptable. RASS County Managers will work with county stakeholders from all four corners local government, traditional leaders, civil society organizations (CSOs), and the private sector to customize RASS interventions to each county's requirements, establishing best routes to outcomes. The RASS County Manager will identify local shocks and stressors, including gender, youth, and community cohesiveness levels, to drive the RASS resilient pathways strategy and complexity-aware monitoring. RASS County Managers will collaborate with Community Liaisons and Senior Field Supervisors to capitalize on new



possibilities in RASS intervention zones, which will be executed in a very fluid and ever- changing environment.

The County Manager's responsibility is to provide timely frontline service delivery and to facilitate project activities in his or her specific deployment county. This will entail providing technical assistance in the design, management, and implementation of RASS Activity interventions, as well as engaging with the county-level stakeholders.

## POSITION DESCRIPTION AND RESPONSIBILITIES

The County Manager will be a critical and trusted frontline staff member, interacting directly with a wide range of stakeholders, including local authorities, sub-awardees, farmer associations, women and youth, and other development actors involved in agriculture, agriculture value chains, and other livelihoods interventions at the county level. S/he will collaborate with target communities and donors to develop locally informed donor and community engagement plans and activities, with the assistance of the RASS Activity management team in Juba, to guarantee financial monitoring and a shared vision for success. S/he will encourage strong collaboration among sub-awardees at the county level to strengthen RASS's agreed-upon core purpose and principles and will ensure that all decision-making is based on these. S/he will contribute to a learning environment that promotes personal and team growth, with the common understanding that the "team" always comes first, followed by the "individual."

**Responsibilities:** The County Manager will support the implementation of the RASS Activity Programme in South Sudan and provide operational advice and decision-making support to the RASS office in Juba under the overall supervision of the Chief of Party and Deputy Chief of Party (COP/DCOP), and direct supervision of the Senior Field Supervisor in collaboration with relevant RASS technical personnel in Juba. Administratively, s/he will report to the Market Systems Technical Lead on behalf of IFDC. To properly accomplish his or her duties, the County Manager will be needed to travel within the targeted County under his or her supervision. More precisely, he or she will:

### Technical Support:

- Provide technical support to consortium partner staff involved in RASS Activity interventions.
- Participate in RASS Activity joint county-level development needs, and problem identification sessions organized by Senior Management on an annual basis, or as otherwise scheduled.
- Ensure that all project activities are implemented in-line with the approved work plan, budget, and relevant standards and protocols.
- Keep sub-grantees informed of all programmatic and financial developments during the project implementation process.
- Participate in RASS Activity review and planning meetings that will be organized by Senior Management on annual basis, or as otherwise scheduled.

### Collaboration, Stakeholder Engagement, and Institutional Strengthening:

- Provide direct management of RASS Activity engagements with stakeholders including local authorities, community leaders, beneficiaries' groups ensuring that all objectives, outcomes, and targets are achieved.
- Support the RASS Program Team in conducting organizational capacity assessments and development of capacity-building programs for local sub-awardees in-line with overall Activity objectives and organizational development strategies.
- Maintain positive working relations with civil authorities, Relief & Rehabilitation Commission (RRC), USAID Implementing Partners (IPs), and other NGOs and UN agencies operating in the area.



- In collaboration with the RASS Program Team support provision of technical support for the institutional capacity development for local actors.

#### Monitoring, Evaluation & Learning:

- Monitor implementation of RASS Activity interventions by sub-awardees through regular field visits to project sites, identifying risks, challenges and finding appropriate mitigation solutions.
- Implement all MEL related activities in the country with the support of the MEL Specialist.
- Work with the Senior Field Supervisor in collaboration with sub-awardees to develop a monthly data collection and verification plan, ensuring that beneficiary groups and project locations are visited, and reports are collected and sent to Juba by the 15th of every month using approved data collection and reporting tools.
- Carry out data validation & verification, data entry and data analysis using the appropriate database and tools and submit reports on all RASS activities to the Senior Field Supervisor every month's end.
- Manage the community feedback loop mechanism in the county and monitor the process on beneficiary selection to ensure compliance to selection criteria.
- Support the overall process of surveys, assessments, GIS mappings, and research studies including data collection across all activities, advising, supporting, and helping as and where necessary including support to planning, logistics, participant and enumerator selection, and training of enumerators, beneficiary mobilization, data collection and reporting.
- Any other duty as may be deemed necessary in the RASS Activity interest

#### SUPERVISORY RESPONSIBILITIES

- This position does not have supervisory responsibilities. S/he will not have any direct reports.

#### QUALIFICATIONS

- **Education and Work Experience:** a university degree in Agriculture and/or Agri- business, Social Work and Social Administration, Community Development Studies, Development Studies, or any relevant field and a minimum of six years' experience implementing community-based development, humanitarian, or peacebuilding programming within a multi-dimensional, multi-functional, donor funded project in South Sudan. RASS will consider proven volunteer experience and other unpaid local community work within RASS objective areas as part of work experience.
- **Demonstrated Professional Knowledge:** local knowledge of community development needs, challenges, dynamics, community cohesion, and opportunities are considered of equal value to the minimum educational qualifications, proven that candidates can meet all other qualifications. This includes demonstrated working knowledge of activities and efforts by USAID, international Non-Governmental Organizations or UN agencies such as UNDP, UNICEF, UNOPS, FAO, and WFP.
- **Demonstrated Professional Ability:** proven ability to coordinate with various stakeholders and individuals with different academic and cultural backgrounds, identity, gender, and varying professional experiences. Demonstrated ability to travel and work in rural areas where RASS interventions will be implemented with a proven ability to stay calm under stress, endure hardship, and be patient, flexible and committed to delivering results on time and according to established



quality. Must be a critical thinker, self-starter who requires minimal supervision for working independently and within teams. Good understanding and command of standard Microsoft Office programs, such as Word, Excel, and Outlook, as well as basic petty cash management abilities.

- **Demonstrated Communication Skills:** proven ability to communicate and collaborate effectively across cultures, genders, cultural backgrounds, generations, and even language barriers, including with team members based in other countries. Must demonstrate an ability to effectively understand and communicate complex issues and challenges and propose viable solutions or mitigation strategies. Professional fluency in English and Juba Arabic a must; knowledge of local languages is an added advantage.

#### REQUIRED ATTRIBUTES OF ALL RASS TEAM MEMBERS

- **Be Flexible and Adaptive** – given the pace and frequency at which conditions may change in South Sudan, team members are expected to be agile with position requirements, adapting to changing circumstances for successfully meeting the objectives of the contract.
- **Be Collaborative and Inclusive** –individual team members are expected to model openness to new and competing ideas, seek feedback from colleagues, demonstrate and internalize respect for diverse opinions, and proactively create safe spaces for participation in decision-making processes to ensure the views of different groups, gender, and levels of understanding and experience within systems where RASS operates are considered and incorporated into activity programming, security, and development of RASS policies and procedures.

#### How to apply

Applicants should apply with their CV and a cover letter not later than July 29<sup>th</sup>, 2022 by 5.00 PM through the IFDC website, at this link: <https://jobs.silkroad.com/IFDC/Careers> or by email to [ssdoperations@ifdc.org](mailto:ssdoperations@ifdc.org)

*\*This position is ONLY open to South Sudanese professionals preferably from the local area of deployment and will be not relocatable. The selected candidate will be expected to remain in their assigned location for this position. Female candidates are encouraged to apply.\**

