

JOB ANNOUNCEMENT: MONITORING, EVALUATION, ACCOUNTABILITY & LEARNING MANAGER

HI-SOUTH SUDAN

Title	MEAL MANAGER
Duty Station	Juba
Contract Duration	November-2024 until 31 st December 2025 and renewable depending on performance and funding
Working Day/time	From Monday - Thursday (07:30 AM - 05:00 PM) & on Friday from 7:30am-12:30pm
Salary	According to HI salary grade
Line Manager	Country Director
Date of Advert	30 th October 2024
Closing Date	18 th November 2024

INFORMATION ON THE CONTEXT

Protracted conflict in South Sudan has fueled to prolonged humanitarian crisis, which has been exacerbated by severe flooding and economic instability and Sudan civile war that erupted April 2023. Despite some reduction in conflict between parties to the Revitalized Agreement on the Resolution of Conflict in the Republic of South Sudan (R-ARCSS), sporadic violence continues in many areas, undermining national stability and threatening the progress achieved since the peace deal was signed in 2018.

The 2024 South Sudan Humanitarian Response Plan (HRP) launched in March, projects that 9 million people, including refugees, will require humanitarian and protection assistance this year. Among them, an estimated 8.3 million people are expected to experience severe food insecurity by the peak of the lean season from May to July. Strategic Objectives (SO1-2) aim to address immediate needs in high-priority areas; for Humanity & Inclusion (HI), this includes Wau and Malakal (Priority-2), and Pibor and Aweil (Priority-1).

The humanitarian access environment remains extremely challenging. The influx of returnees and refugees from Sudan, as violence escalates there, has increased pressure on already scarce resources, particularly in northern border regions. Persistent flooding has also displaced many, destroyed infrastructure, crops and other livelihoods which further strained community resilience. Additionally, tensions have risen due to cattle migrations in Central and Eastern Equatoria, sparking conflict between cattle keepers and residents, resulting in growing insecurity, displacement, and escalating humanitarian needs.

A) BACKGROUND TO HUMANITY & INCLUSION AND COUNTRY MISSION

Humanity and Inclusion -HI (the new name and re-branding of Handicap International since January 2018) was founded in France in 1982. In 2009, the HI Federation was established in Brussels. The membership of the Federation has since expanded to 8 countries, namely; France, Belgium, UK, USA, Germany, Switzerland, Luxembourg and Canada. HI vision asserts: "Outraged by the injustice faced by people with disabilities and vulnerable populations, we, aspire to a world of solidarity and inclusion, enriched by our differences, where everyone can live in dignity". HI is an independent and impartial aid and development organization working in situations of poverty and exclusion, conflict and disaster. We work alongside disabled and vulnerable people to help meet their essential needs, improve their living conditions and promote respect for their dignity and fundamental rights. Currently, HI is present in at least 56 countries, with its humanitarian programs reaching at least 2 million people. In 1997, HI along with other partners was awarded the Nobel Peace Prize for its international campaigns to ban landmines sale and use. For further information about HI please visit: <https://hi.org/> and <http://www.hi-us.org/> and <https://humanity-inclusion.org.uk/en>



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B) INFORMATION ON THE CONTEXT OF THE MISSION

HI has been working in South Sudan since 2006, implementing emergency and development activities aimed at improving the protection, quality of life and promotion of the rights of vulnerable people, including those with disabilities. HI's current portfolio takes an integrated and multi-sectoral approach, with interventions focusing on MHPSS, protection (GBV prevention and response), functional rehabilitation and livelihoods, with disability mainstreaming as a cross-cutting theme across all programmes. HI has established a base in the Great Pibor Administration Area, Northern Bahrel Ghazal and has a presence in Wau and Malakal. HI has worked in Greater Unity and Central Equatorial States of Morobo and Yei, which remain among the most conflict- and disability-affected states in the country. The operational context in South Sudan today is considered largely humanitarian/emergency, with resilience programming being phased in. Ongoing peace initiatives, if successful, could result in large population movements of returnees (both IDPs and refugees) across the country. HI current programs are funded by UNICEF, WFP and GFFO. As part of its strategy, HI South Sudan is prepositioning to deepen programming in Protection, to expand program interventions in Health (MHPSS, reproduction health and physical rehabilitation) as well as inclusion in humanitarian action, livelihood and to undertake innovative programming in Education in emergency. HI works in close collaboration with the South Sudan Humanitarian Clusters (Health, Protection, Food Security & Livelihoods and Education), UN agencies and Government departments (Health, Agriculture, Education, Gender and Youth, and Relief & Rehabilitation Commission). HI is also an active member of the South Sudan NGO Forum, Health. The mission currently employs 09 international and 70 national staff, working from the coordination office in Juba, field office in Pibor, Aweil, Wau and Malakal.

JOB DESCRIPTION

The South Sudan MEAL Manager is responsible for the MEAL and information management (IM) working in his or her geographical area of responsibility and reporting to Head of Programs. He or she is in charge of deploying HI's MEAL and IM standards on his or her programme and ensuring their application.

The overall coherency of the projects and their quality control is ensured by the MEAL department and the Technical Unit. In this framework, the main duties will be: -

MAIN RESPONSIBILITIES

1: Management

- Manager as a role model: embodies HI's values on a daily basis.
- Manager as coach for meaning: understands the strategy, makes it explicit, translates it into operational objectives for his or her team, leads the necessary changes. Gives meaning to each management action. Encourages inter and intra departmental exchanges of practice. Encourages innovation and risk-taking.
- Operational manager: organizes the operational management of his or her team, structures the work around identified processes, steers performance and facilitates the resolution of problems.
- Manager 1st HR & Coach: contributes to the development of his or her staff, creating the conditions for their commitment, professionalism and attachment to HI. Ensures compliance with the code of conduct of institutional policies, the state of mind and the expected individual and collective behavior.

2: Strategy and steering



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- Helps with the development of operational strategy (StratOp) in line with HI strategy, StraTechs and Development plans (notably 3I and Emergency), including the development of the StratOp monitoring tool;
- Defines and oversees the programme's MEAL action plan;
- Drives the performance of his or her service.

3 : Standards and expertise

- Is responsible for defining systems for monitoring, data collection, information management, evaluation, accountability to populations, learning and knowledge management that are adapted to the context of intervention and ensure compliance with HI standards;
- Ensures that the systems put in place on the various projects are consistent with each other and with HI's frameworks and standards and enable the consolidation of information for use in the programme's global management.

4: Operational implementation

Responsibility 1: Contributes towards improving HI's response within his/her geographical scope

- Is responsible for the implementation of tools for measuring outcomes and impact that facilitate decision-making, learning and accountability;
- Is responsible for putting in place a system for ensuring accountability towards populations;
- Contributes towards the articulation and application of HI's institutional policies and crosscutting approaches;

Responsibility 2: Contributes towards defining and improving the quality of projects in line with HI's global frameworks and technical standards

- Provides technical support to the technical specialists in establishing quality indicators, monitoring methods and data collection tools;
- Contributes to the design and drafting of project proposals;
- Is responsible for ensuring that regular project evaluations take place.

Responsibility 3: Contributes towards improving the quality of project management, as defined in HI's Project Planning, Monitoring and Evaluation (PME) policy

- Provides technical support to the project teams for the implementation of monitoring, evaluation and accountability tools and methods;
- Provides technical support to operations managers, country managers and project managers for the application of PME policy and verifies its application.

Responsibility 4: Contributes towards the ownership of learning frameworks and methodologies by the programmes and by HI in general

- Is responsible, for implementing processes and methods for collecting, analyzing, modelling and ownership of the knowledge produced;
- Proposes an analysis of the information collected and the knowledge produced to strengthen collective learning;
- Ensures the continuous improvement of learning frameworks and methodologies;
- Ensures access to relevant internal and external information for all staff.

Responsibility 5: Ensures the external representation and promotion of HI's expertise in his her field.

- Represents HI's MEAL and IM expertise in all relevant regional networks;
- Contributes towards advocacy on specific subjects (notably through the consolidation of evidence-based factors) in line with the StratOp and federal advocacy priorities;



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- Contributes locally to communication messages in line with the StratOp and federal communication priorities.

5: Emergency Preparedness and Response Responsibilities

- Leads the emergency preparedness actions in his/her department and, in case of emergency, reorganizes the priorities of his/her team according to the humanitarian imperative, in order to ensure HI's quick and efficient response.

PROFILE SOUGHT

	Essential	Desired
<u>Qualification(s):</u>	- University Degree in Statistics, Anthropology, Computer IT, Social Sciences or related course.	Masters' desirable
<u>Experience (type and length of experience required)</u>	<ul style="list-style-type: none"> - 3-5 years' experience in monitoring & evaluation, proven track record of implementing MEAL systems/strategies. - Solid work experience in monitoring and evaluation systems. - Experience Software designs, Data Analysis (Advanced Excel, Power BI, Tableau) Design & Use of SurveyCTO, KoBo, ODK & Digital data gathering, Creation and Using Power BI, Tableau and VBA - Solid understanding of quantitative and qualitative monitoring and evaluation methodologies, including skills in analysis, documentation and presentation of complex data/information. - Good understanding of both qualitative and quantitative research methods and - Have sound experience working on research components in development projects - Experience in designing and implementing technology based MEAL system/processes. 	<ul style="list-style-type: none"> - Previous coordination experience (Field, Project, Admin, Log) - Experience Using Multiple Programming language for Customize Application for Data Management in data management, statistical data analysis, monitoring and evaluation of emergency or resilience programmes in conflict or post conflict setting with NGO or UN Agency. - Experience of conducting and/or commissioning MEAL training.
<u>Competencies (knowledge, capacities required for the post, see guidelines on post-related capacities):</u>	<ul style="list-style-type: none"> - Sound data management, analytical skills and strong report writing skills. - Ability to analyses information, evaluate options and to think and plan strategically. - Ability to present complex information in a succinct and compelling manner, and to use innovative forms of communication. - Strong research skills for both quantitative as well as qualitative parts - Fluency in written and spoken English. Politically and culturally sensitive with qualities of patience, tact and diplomacy; capacity and willingness to be flexible and 	



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	accommodating in difficult working circumstances. - Good IT skills is beneficial.	
<u>Personal qualities:</u>	- Excellent communication skills - Ability to work independently and as a member of a team - Flexibility	

Application Submission

- Interested applicant should have maximum of four-page CV, one page Cover letter and academic documents. All applications shall be submitted to Humanity and Inclusion-Juba Country Office. Located in Juba plot No 700, block 3k, 2nd Class, South Tongping Residential Area and soft copy applications shall be sent to email: recruitment@southsudan.hi.org not later than 18th November 2024.

Note

- This is a **national** position, and only legitimate South Sudanese are highly encouraged to apply
- Female and Persons with special needs are encouraged to apply (Persons with Disability)
- Submit only one application. Either by email or hard copy
- Only shortlisted candidates will be notified

