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CHRISTIAN ORGANIZATION FOR SUSTAINABLE SOCIETY
(COSS) SOUTH SUDAN

Date: 20/11/2026

CALL FOR APPLICATIONS
RECRUITMENT OF THREE (3) BOARD MEMBERS (VOLUNTARY ROLE)
Two (2) Female Board Members and One (1) Male Board Member

ABOUT COSS

Christian Organization for Sustainable Society (COSS) is a South Sudanese national, non-governmental Christian organization established in 2022 and registered with the Relief and Rehabilitation Commission (RRC) in September 2023 under Registration No. 5069. Guided by Christian values, compassion, integrity, human dignity and service, COSS is committed to empowering individuals and strengthening communities through accessible education, practical skills development, inclusion and sustainable development. To strengthen its governance, strategic leadership and institutional capacity, COSS invites applications from committed, competent, God-fearing and reputable individuals to fill **Three (3) additional Board Member Positions: Two (2) Female and One (1) Male to join the existing members.**

1. PURPOSE OF THE BOARD

The Board provides strategic leadership, policy direction, oversight and accountability to ensure that COSS fulfils its vision, mission, Christian values and strategic objectives. The successful candidates will contribute their professional expertise, leadership experience, integrity and networks towards strengthening COSS as a credible, transparent, accountable and sustainable Christian development organization.

2. KEY ROLES AND RESPONSIBILITIES

The selected Board Members will collectively be responsible for the following:

A. Strategic Leadership and Organizational Direction

- Provide strategic guidance and ensure implementation oversight of the COSS Strategic Plan 2027–2031.
- Review and approve organizational strategies, annual workplans and institutional priorities.
- Guide the organization towards achieving its vision, mission and long-term sustainability.
- Support the development of innovative programmes that respond to community needs.

B. Governance, Policy and Institutional Oversight

- Provide oversight of organizational governance, policies, procedures and institutional performance.

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- Ensure that COSS operates in accordance with its constitution, applicable laws and regulatory requirements.
- Promote transparency, integrity, accountability and responsible leadership.
- Review and approve key organizational policies and governance frameworks.

C. Financial Oversight and Resource Mobilization

- Provide oversight of organizational budgets, financial management, internal controls and audit processes.
- Promote prudent, transparent and accountable utilization of organizational resources.
- Support fundraising, donor engagement, strategic partnerships and resource mobilization.
- Identify opportunities for collaboration with national and international development partners, churches, foundations and philanthropic institutions.

D. Programme Quality and Strategic Oversight

- Provide strategic oversight of education, skills development, girls' education, youth empowerment and livelihood initiatives.
- Promote disability inclusion, gender equality, child protection and safeguarding.
- Encourage evidence-based programming, monitoring, evaluation, accountability and learning (MEAL).
- Monitor organizational progress, identify institutional risks and recommend appropriate corrective measures.

E. Partnership, Networking and Representation

- Represent and promote COSS professionally in relevant strategic forums when authorized.
- Build relationships with government institutions, development partners, civil society organizations, faith-based institutions and private-sector actors.
- Support COSS in building a positive public image and strengthening its organizational credibility.

F. Ethical Leadership and Christian Values

- Demonstrate Christian principles through servant leadership, honesty, humility, compassion, justice and stewardship.
- Promote ethical decision-making and responsible management.
- Uphold the organization's Christian identity while respecting human dignity, equality and non-discrimination.
- Declare and appropriately manage any actual, potential or perceived conflict of interest.

G. QUALIFICATIONS AND ELIGIBILITY REQUIREMENTS

1. Be a committed, practicing Christian with a demonstrable commitment to Christian values, integrity, humility, compassion and servant leadership.
2. Have a reputable personal, professional and community background with a proven record of ethical conduct.
3. Possess a minimum of a bachelor's degree or equivalent professional qualification in a relevant field. Applicants with substantial professional and leadership experience may also be considered.
4. Have demonstrated leadership, management, governance or organizational development experience.
5. Demonstrate a strong understanding of community development, education, social transformation or civil society work.
6. Have excellent communication, interpersonal, analytical and decision-making skills.
7. Be committed to gender equality, disability inclusion, child protection, safeguarding and accountability.
8. Demonstrate willingness to contribute time, knowledge, networks and professional expertise to the organization's development.
9. Be independent-minded, trustworthy and able to make decisions in the best interests of COSS.
10. Have no record of fraud, corruption, serious professional misconduct, abuse or other conduct incompatible with Board service.

H. DESIRABLE PROFESSIONAL BACKGROUNDS

COSS particularly encourages applications from qualified individuals with expertise in one or more of the following areas:

- Education, teaching, educational leadership and skills development.
- Finance, accounting, auditing and financial management.
- Law, governance, public administration and institutional development.
- Development studies, project management and NGO leadership.
- Human resource management and organizational development.
- Business management, entrepreneurship and private-sector development.
- Gender equality, women's empowerment and child protection.
- Resource mobilization, fundraising, donor relations and strategic partnerships.

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- Theology, Christian ministry, church leadership and faith-based development.
- Information technology, digital transformation and innovation.

Experience serving on boards, committees, professional associations or community leadership structures will be an added advantage.

5. GENDER REPRESENTATION

COSS is committed to inclusive leadership and meaningful women's participation in organizational governance.
This recruitment specifically seeks to fill:

- **Two (2) Female Board Member Positions.**
- **One (1) Male Board Member Position.**

Qualified women are particularly encouraged to apply.

6. EXPECTATIONS AND COMMITMENT

Successful candidates will be expected to:

- Uphold COSS's vision, mission, constitution, Christian identity and organizational values.
- Participate actively in Board meetings and assigned Board committees.
- Read and review Board documents and provide constructive strategic guidance.
- Exercise independent judgment and maintain confidentiality.
- Provide oversight without interfering in the day-to-day management responsibilities of the Secretariat.
- Support organizational growth, sustainability, institutional development and strategic partnerships.
- Sign and comply with the Board Code of Conduct, conflict-of-interest requirements and safeguarding commitments.

The Board will operate in accordance with COSS's approved governance framework and Board Terms of Reference.

7. APPLICATION REQUIREMENTS

Interested and qualified candidates should submit the following:

1. An application letter expressing interest in serving as a COSS Board Member.
2. An updated professional Curriculum Vitae (CV), including relevant leadership and governance experience.
3. Copies of relevant academic and professional certificates.
4. A brief personal statement explaining their Christian commitment, professional integrity and vision for contributing to COSS.
5. Names and contact details of two professional or reputable referees.

Applicants should clearly indicate whether they are applying for a **Female Board Member Position** or the **Male Board Member Position**.

8. HOW TO APPLY

Applications should be submitted electronically through cosssouthsudan@gmail.com **NOT** Later than **December 15, 2026**. Only shortlisted candidates will be contacted for further assessment and an interview.

9. OUR COMMITMENT

COSS believes that strong governance is the foundation of sustainable organizational growth and meaningful community transformation. We are therefore seeking individuals who are not only professionally competent but also spiritually grounded, morally upright, visionary, committed to service and passionate about transforming lives through education, skills development and community empowerment. This is an opportunity to serve beyond personal interests, contribute to a meaningful Christian development mission and help shape a brighter future for vulnerable and marginalized communities in South Sudan.

JOIN US IN BUILDING A MORE EDUCATED, SKILLED, EMPOWERED AND SUSTAINABLE SOCIETY!

CHRISTIAN ORGANIZATION FOR SUSTAINABLE SOCIETY (COSS)
Educating Minds • Developing Skills • Empowering Communities

