



JOB ADVERTISEMENT
PRE-GRANT RECRUITMENT UNDER MDTF PROJECT



Job Title:	County Health Manager (3 Positions)
Location:	Nasir, Gogrial East & Gogrial West
Recruitment Status	Relocatable
Reports to:	MDTF Lot Coordinator
Posting Date	22 March 2024
Closing Date	17 April 2024

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MOL
Approved
22/03/2024

General Description of the Programme

Established in 1977, GOAL is an international humanitarian and development agency, with a team of 2,400 personnel, dedicated to alleviating the needs of the most vulnerable communities. Currently operating in 14 of the world's most vulnerable countries, GOAL delivers a wide range of humanitarian and development programmes, ranging from humanitarian relief in disaster situations, to focusing on nutrition, food security, and building greater resilience and sustainable livelihoods.

GOAL has been working in South Sudan since 1985 with a focus on Health, Nutrition, WASH, Food Security, and livelihood interventions, and is continually adapting and responding to the context to support the people in need. GOAL currently operates in Abyei Special Administrative Area, Kajo-Keji, Twic (in Warrap State), Renk, and Ulang Counties and is working to expand its operations to other parts of the country where humanitarian needs are immense.

GOAL is in the final process of acquiring grants under the upcoming MDTF project for Lot 22 & 24 that will be implemented in Warrap state, Abyei administrative Area and upper Nile state particularly in Ulang & Nasir County that is scheduled to start by 1st July 2024. With the coming of the MDTF project, GOAL is strategically recruiting for various positions under this project to ensure that all staffs required to kick start the project are all in place. Therefore, these recruitments are a pre-grant recruitment, and the staffs will be brought on board once GOAL has finally gotten the grant.

Job Purpose

The incumbent will be responsible for the day-to-day management and coordination of the project team at the County Level. S/he will be responsible with for the day-to-day interaction with the CHD and provide Support to the CHD in line with MDTF scope and work with other partners supporting the CHD to ensure efforts are not duplicated. S/he will provide operational, management and administrative support to the other members of the County and work with the finance, logistic teams to properly plan incentive and salaries of MoH staff, making sure the list is prepared verified and sent to HR early enough to ensure timely payment of incentives and only those working are paid.

The county Health Maner/Sr Health Officer should have a good knowledge and understanding of all activities in their location, in particular he/she should be aware of the constraints faced by the team and be actively working with them to manage these constraints and trouble shoot problems as they arise.



Main Responsibilities

- Provide technical support on delivering the key components of the Basic package of health and nutrition services in county.
- Coordinate with program, finance and administration staff to ensure operational systems are in place to support field activities. Ensure that day-to-day administrative support for the project in county of operation is in place.
- Develop the capacity of the County Health Department to plan, monitor and coordinate service delivery. Train and Mentor and or plan mentorship effort by other members of the team (Hospital Manager, MNCH Manager) for the CHD on effective project planning and management methodologies and quality health service delivery.
- Work with the CHD to develop Supervision, plan, design and facilitate training of facilities staffs, Clinical Officers, Nurses, Midwives, community health workers etc. to mentor their skills and on dissemination of health and nutrition facts to the community.
- Ensure accurate quality narrative and financial reports are submitted in a timely manner and according to donor requirements.
- Track the performance of the project activities and outputs against expected results and adjust implementation processes to ensure the project is progressing towards the intended outcomes.
- Ensure HMIS is implemented at all levels of Health Services delivery, especially ensuring health data from his or her county is submitted timely to the SMoH.
- Create an enabling environment for information sharing, partnerships and, cooperation between other health implementing partners, CBOs, Government structures and target communities when delivering project interventions.
- Ensuring appropriate GOAL structures, internal and external standards, staffing, resources and policies as well as all grant requirements are adhered to. Supervise and appraise staff.
- Work with the GOAL – MDTF management in to develop and oversee the implementation of the project's work plan, ensuring completion of project's deliverables and other initiatives in the county of operation.
- Carry-out any other duties and/or responsibilities assigned by the supervisors.
- Compile and share weekly updates, monthly, quarterly, and annual reports, as required.
- Work with the team to develop at least one success story every month and programme brief on a quarterly basis.

Job Requirements

- Relevant higher education qualification (bachelor's degree or Diploma and vast experience) in Public Health, Clinical medicine or in health-related discipline as a



minimum. Medical degree with 3 years in management of health services will be considered an advantage.

- Experience in program management in the health sectors.
- Strong communication and inter-personal skills
- Demonstrable strong leadership skills, ability to work in a complex teamwork environment, set appropriate priorities and deal effectively with numerous simultaneous requirements.
- Good English language skills
- Should be able to travel to the project sites.

Equal Opportunities

GOAL supports diversity and strives to create a discrimination free work environment where staff are supported to reach their full potential regardless of identity factors such as ethnic background, gender, colour, age, disability, marital status, religion, etc. GOAL continually seeks to strengthen leadership on, and capacity for, gender equality work supporting staff to understand how gender affects their own lives as well as the lives of people in the communities where we work. GOAL is committed to equal opportunities in employment and staff training.

To promote gender equality in our work force, qualified female candidates who meet the above job requirements are strongly encouraged to apply.

Safeguarding

Children and vulnerable adults who meet GOAL as a result of our activities must be safeguarded to the maximum possible extent from deliberate or inadvertent actions and failings that place them at risk of abuse, sexual exploitation, injury and any other harm. One of the ways that GOAL shows this on-going commitment to safeguarding is to include rigorous background and reference checks in the selection process for all candidates.

Accountability within GOAL

Alongside our safeguarding policy, GOAL is an equal opportunities employer and has a set of integrity policies. Any candidate offered a job with GOAL will be expected to adhere to the following key areas of accountability:

- Comply with GOAL's policies and procedures with respect to safeguarding, code of conduct, health and safety, confidentiality, do no harm principles and unacceptable behaviour protocols.
- Report any concerns about the welfare of a child or vulnerable adult or any wrongdoings within our programming area.
- Report any concerns about inappropriate behaviour of a GOAL staff or partner.

Application procedures & guidelines

Interested Persons who meet the qualifications, experience and skills are required to submit their applications through the below:

1. Currently the online system for GOAL jobs has some technical problems and applications submitted online may not be delivered, therefore applicants are highly



encouraged to submit their applications in hard copies at GOAL head office located at Tongping along Kololo Road. Or in our field offices located in Twic, Abyei, Renk & Ulang.

2. Applicants should ONLY apply for one position in a location that is deemed suitable for them. Applicants who apply for more than one location shall only be considered for one job location. Position & Work location should be clearly stated in the subject line of the application letter.
3. Applications submitted through any email that is not designated as official for this recruitment will not be considered under this recruitment.
4. Original documents are not allowed at this stage of recruitment and GOAL will not be held liable for any lost original documents that have been submitted at this stage of recruitment.
5. This is a national recruitment and south Sudanese citizens who meet the above requirements are highly encouraged to apply for this job.

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