

SCOPE OF WORK

RESILIENCE THROUGH AGRICULTURE IN SOUTH SUDAN (RASS)



Position Title:	Three (3) County Managers
Work Locations:	JUR RIVER, BALLIET & DUK
Contract Name:	Resilience through Agriculture in South Sudan Activity
Status:	Full-time, Long-Term Technical Assistance (LTTA)
Period of Performance:	October 1, 2022 renewable annually (contingent on funding and performance)
Direct Supervisor:	Senior Field Supervisor

ABOUT RASS

USAID's four-year (2021-2025) Resilience through Agriculture in South Sudan (RASS) Activity aims to improve food security and community household recovery and resilience in 13 counties, targeting approximately 20,000 beneficiaries, to reduce long term reliance on humanitarian assistance. RASS employs a resilience pathways approach that 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 stressors, working to graduate them from high to low Integrated Phase Classification (IPC) levels. This approach is intended to improve the effectiveness of local systems and strengthen the capacities of community groups to achieve gender-responsive and diversified market-sensitive production; facilitate increased production of diverse nutritious foods by strengthening productivity, thereby reducing food loss and improving nutrition behaviors; and strengthen and expand household and community opportunities for sustainable, locally driven livelihoods, with the goal of reducing dependency on emergency humanitarian assistance in the transition to inclusive development assistance and economic growth.

CONTEXT AND GENERAL TECHNICAL REQUIREMENTS

RASS works with local partners to ensure the sustainability and local ownership of RASS interventions, strengthening the capacity of local partners and local stakeholders. RASS works through field offices either directly or through co-location within existing consortium partners, placing operational collaboration and coordination at the center of this desired result.

RASS county teams are tailored to meet the local needs of each county and are designed to be agile, flexible, and adaptive. RASS County Managers will engage through the four corners of county stakeholders—local government, traditional leaders, civil society organizations (CSOs), and the private sector—to tailor RASS interventions to meet the needs of each county, identifying optimal pathways to achieve results. The RASS County Manager will identify local shocks and stressors, including analysing gender, youth, and the level of community cohesion to inform RASS's resilient pathways approach and complexity-aware monitoring. RASS County Managers will work collaboratively with Community Liaisons and Senior Field Supervisors to take advantage of emerging opportunities in RASS intervention areas, implemented within a very fluid and constantly changing environment.

The County Manager's role is envisioned to deliver timely frontline service delivery and facilitation of sub-partners in his/her respective area of deployment. This will involve provision of technical support in planning, managing, and implementing RASS Activity interventions, as well as liaising with the various county level stakeholders described above.

POSITION DESCRIPTION AND RESPONSIBILITIES

The County Managers will be a critical and trusted frontline staff working directly with a broad-based spectrum of stakeholders including local authorities, sub-awardees, farmers associations, women, youth, and other development actors involved in agriculture, agriculture value chains, and other livelihoods interventions at the county level. S/he will engage with target communities and donors to design locally informed donor and community engagement plans, and activities with the support from the RASS Activity management team in Juba to ensure financial oversight and a shared vision for results. S/he will promote strong collaboration amongst sub-awardees at the county level to reinforce RASS's agreed-upon core purpose and principles, and ensure all decision-making is rooted within them. S/he will contribute to a learning environment in which personal and team growth is supported, with a shared understanding that the "team" always comes before the "individual."

Responsibilities: Under the overall supervision of the Deputy Chief of Party (DCOP) and direct supervision of the Senior Field Supervisor in collaboration with other relevant DAI/RASS technical personnel in Juba, the County Manager will support the implementation of the RASS Activity in South Sudan and provide operational advice and decision-making support to the DAI office in Juba. The County Managers will be required to travel within the targeted County under his/her jurisdiction to effectively perform his/her duties. More specifically, S/he will be responsible for the following tasks:

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.
- Any other duty as may be deemed necessary in the DAI/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 are able to 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/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.

APPLICATION PROCESS

To apply, please send your complete and updated CV/resume including full names, contact details (functioning email and phones) and a Motivation Letter as one single document to rass_recruitment@rassactivity.org. Your attachment must be less than 1 megabyte in size. **Please DO NOT** submit any other recruitment documents at this time. In the subject line, please include the **Title** and **Location** of the position for which you are applying, as advertised at the top of this announcement. Please apply electronically, DAI will not be accepting paper copies at this time. Only shortlisted candidates who meet all the minimum qualifications will be contacted. **DAI will carry out reference checks and document verification for successful candidates.** The deadline for submissions is **September 02, 2022** at 05:00PM (17:00) CAT. Kindly be reminded that DAI does NOT tolerate canvassing and will not answer questions via phone calls

***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. ***

DAI Organization and Values: DAI is a global development company with corporate offices in the United States, the United Kingdom, EU, Nigeria, Pakistan, and Palestine and project operations worldwide. We tackle fundamental social and economic development problems caused by inefficient markets, ineffective governance, and instability. DAI works on the frontlines of global development. Transforming ideas into action—action into impact. We are committed to shaping a more livable world.

DAI and its employees are committed to confronting racism and holding ourselves accountable for positive change within the company and in the communities, cultures, and countries in which we live and work. DAI is committed to attracting and retaining the best employees from all races and backgrounds in our continued effort to become a better development partner. DAI upholds the highest ethical standards. We are committed to the prevention of sexual exploitation, abuse, and harassment as well as other ethical breaches. All of our positions are therefore subject to stringent vetting and reference checks.

DAI is an equal opportunity/affirmative action employer with a commitment to diversity. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, or status as a protected veteran.

