

# Advertisement

## INTERNAL/EXTERNAL VACANCY ANNOUNCEMENT

Vacancy No: JBA-2019/14/8/1

### Who we are?

The Danish Refugee Council (DRC) is a private, independent, humanitarian organization founded in 1956 currently working on all aspects of the refugee cause in more than twenty five countries throughout the world. The aim of DRC is to protect refugees and internally displaced persons (IDPs) against persecution and to promote durable solutions to the problems of forced migration, on the basis of humanitarian principles and human rights. DRC works in accordance with the UN Conventions on Refugees and the Code of Conduct for the ICRC and NGOs in Disaster Relief.

The protection and assistance to conflict affected population is provided within a long-term, regional and rights-based approach in order to constitute a coherent and effective response to the challenges posed by today's conflicts. Assistance consists of relief and other humanitarian aid, rehabilitation, support to return and repatriation as well as promotion of long-term solutions to displacement and its causes. In addition, support and capacity building of local and national authorities and NGOs form an integral part of DRC's work.

### Country and Project Background:

The Danish Refugee Council/Danish Demining Group (DRC-DDG) has been working in Sudan since 2004 and was subsequently present in South Sudan when it gained independence in 2011. DRC-DDG South Sudan programme's current focus is on supporting forcibly displaced and conflict-affected people, including refugees, internally displaced persons (IDPs) and returnees, to access their rights in a safe and secure environment. Currently DRC-DDG is operational in Greater Eatoria, Unity and Upper Nile States. Currently the South Sudan Programme works in 5 field locations, working in the sectors of Camp Coordination and Camp Management, Protection, Shelter/NFI, and Food Security and Livelihoods and Demining.

DRC-DDG Seeks to Recruit: -

Position Title	DDG Technical Field Manager-(Conflict Management ) (TFM)
Report to	DDG Project Manager - Conflict Management
Duty Station	Juba-Roving
Contract Type	Fixed-term with possibility of extension depending on funding availability
Employment Start Date	1 <sup>st</sup> October 2019
Eligibility	South Sudanese nationals only
Salary	According to DRC DDG Salary policy - non negotiable
Advertisement Closing Deadline	3 <sup>rd</sup> September, 2019

### Overall purpose of the role:

The AVR Technical Field Manager (TFM) will effectively deputize the AVR Project Manager, and will be jointly responsible for building on initial phases of youth-focused programming launched in Bentiu, Maban and Ajuong Thok, in South Sudan's Greater Upper Nile region. The post holder is expected to contribute to the development and improvement of AVR activities in South Sudan and the region, holding primary responsibility for guiding Team Leaders and other AVR staff in identifying and engaging youth - particularly those at risk of engaging in violence - for services aimed at reducing incentives to adopt negative coping mechanisms. The TFM will manage and drive forward this process, provide close technical direction and guidance to field teams, including liaison with contacts within other DRC departments and external partner agencies that can provide support to DDG's beneficiary group. The post holder will spend the majority of their time at DDG's AVR field sites (Maban/Bentiu/Ajuong Thok), with regular travel to the country office in Juba.

## Responsibilities and Tasks:

The post-holder is responsible for ensuring there's quality field implementation for the AVR programme, in close collaboration and under supervision of the AVR Project Manager, and with Juba-based management staff, including other sector's technical coordinators. The post-holder should also be able to advise other departments in conflict-sensitive approaches. Specific responsibilities include:

### Project implementation & management:

Field-based supervision and direct implementation of activities, with a focus on quality control and improvement of the content and delivery of all activities, expanding collaboration with other humanitarian sectors and with civil society organisations. Identify best practices, methodologies and modes of operation, founded on the needs of direct beneficiaries and their wider communities and closely guide field teams in their direct implementation. As new projects materialise, build leadership capacity of (new) AVR staff and specifically Team leaders, to take over greater responsibility of day-to-day activities.

### Coordination & relationships:

Work closely with field-based DRC Protection and FSL teams to identify and engage target beneficiaries for support. Jointly with the AVR project manager, act as the focal point for all liaison with DRC sectors and external partners, with the aim of facilitating multisector support to DDG's beneficiaries. Foster AVR Team Leader's capacity in conducting coordination activity and building relationships.

### Reporting:

Ensure quality control and timeliness of daily activity reporting from field, including capacity development of staff to effectively document and analyse information being gathered in the field. Create new and improve current reporting templates if directed. Contribute to donor reporting.

### Programme development:

Conduct regular field-based needs assessment and M&E, ranging from anecdotal qualitative research up to full-sample household surveys in coordination with the M&E department. Build on data collection and management processes to ensure high-quality and thorough documentation of AVR programme development. Contribute with technical inputs to programme and proposal development.

### Fundraising:

In cooperation with the AVR Project Manager, contribute to the design of new funding and projects as necessary.

### Financial management:

Accounting, procurement/logistics, HR/salaries, vehicles and budgeting for the specific project(s), all in compliance with established DRC-DDG procedures. Support DDG's Operations / Programme Manager in management and control of budgets;

### Staff/hr management:

Recruitment, training, supervision (incl. direct line management of all field-based staff in the absence of the Project Manager), support in performance management and management of field staffing.

### Logistics:

Control and oversight of vehicle use and maintenance, procurement and management of equipment and deployment plans for field teams.

### Security:

Involvement in all aspects of staff and asset security, in coordination with the project manager, country and field-based security advisors ensure minimum standards are met (esp. in relation to travel and accommodation) and coordinate response in case of specific security incidents.

## PERSON SPECIFICATION

### Experience and technical Competencies

- 3-5 years of relevant experience. Master's degree in a social science, eg. Human security, international development, humanitarian assistance, conflict resolution, or similar. Background in conflict management, youth programming or social care are all desirable.
- Skilled in employing creative approaches to working with youth, case management and overall conflict management.
- Previous experience managing field teams, logistics and financial systems strongly preferred.



- Proven negotiation, training, mentoring and participatory facilitation skills.
- Previous experience of programme design and development, including proposal writing and project cycle management. Experience with quantitative and qualitative surveys/research methodologies preferred
- Excellent grasp of English, including outstanding writing skills.
- Knowledge of Juba/Classical Arabic, Dinka, Nuer or Mabanese is an asset.
- Excellent understanding of the South Sudan national and local contexts.
- Comfortable working in basic conditions for extended periods.
- Experience with participatory action research is desirable.

#### Education

- Master's degree in a social science, e.g. Human security, international development, humanitarian assistance, conflict resolution, or similar.

#### Languages

Excellent grasp of English, including outstanding writing skills.

#### How to apply

Please send a covering letter outlining how your skills and experience meets the Person Specification along with your CV, academic documents and National ID Card to Human Resources Department through [ssd-jobs@drc.ngo](mailto:ssd-jobs@drc.ngo) OR submit your hard copy application to the Human Resource Department to the attention of HR Manager DRC-DDG Office located along Addis Ababa Road opposite NPA Mine Action Main Office

Title of the position/vacancy number **MUST** be clearly marked in the application and on envelop.

**Gender equity:** DRC-DDG is committed to achieving gender parity in staffing at all levels. In light of this women candidates are particularly encouraged to apply to bridge the gap.

**Equal Opportunity:** DRC-DDG is an equal opportunity employer. We value diversity and we are committed in creating an inclusive environment base on mutual respect for all the employees. We do not discriminate on the basis of age, sex, disability status, religion, ethnic origin, color, race, marital status, or other protected characteristics.

#### Further information

Please note, as these positions are urgent, applicants may be shortlisted and interviewed prior to the closing date.

We appreciate your application however, only short listed candidates will be contacted for interview. If you have not been contacted within two weeks of the closing date, we regret that your application has been unsuccessful. Please continue, however, to periodically review our website, South Sudan NGO Forum website <http://www.southsudanngoforum.org/boards/index.php?board> for other suitable opportunities.

