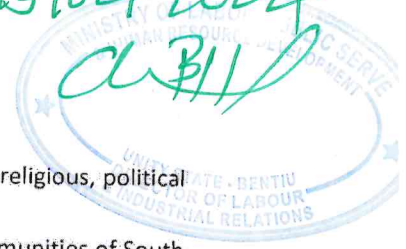




Plan International
 South Sudan
 Hai Cinema
 P.O. Box 182
 Juba

Tel: +211 956 201 958
 www.plan-international.org

Approved by
 SMPS and H2D
 Director of Labour
 15/02/2024
 C.B.H.



PLAN INTERNATIONAL SOUTH SUDAN JOB ADVERTISEMENT

Plan International (PI), is an independent global child right organization – without religious, political or governmental affiliation that has been operating in South Sudan since 2006.

Plan recognizes that the geographical context and recent history have left the communities of South Sudan highly vulnerable to emergencies from political and inter-ethnic conflicts, influx of returnees, food insecurity, long dry spells and floods. Cognizant of the need Plan is implementing emergency and recovery response in seven states of South Sudan, namely Central Equatorial, Eastern Equatorial, Western Equatorial, Lakes, Unity State, Upper Nile and Jonglei. Program includes food assistance, agricultural rehabilitation, Food Security and Livelihood, Education in Emergencies and Child Protection in Emergencies. Plan International also works with both International and Local partners. In order to enhance its response program, Plan South Sudan is seeking to recruit a qualified South Sudanese for the position of Consortium Programme Manager– Based in Rubkona”.

No. of Vacancies (1)

Job Title:	Consortium Programme Manager
Tenure	12 Months
Grade	Level 15
Department	Programs
Reports to	Program Implementation Area Manager
Location	Leer and Rubkona

NOTE: The recruitment of this position is subject to Donor Approval and Funding Availability.

Purpose of the Role:

In response to wide spread flooding witnessed in most parts of Unity state coupled with influx of returnees and refugees from Sudan, Plan International will implement emergency program in Unity State, which is one of the locations that is also submerged with water and priority location for floods response as well as area prone to conflict. The humanitarian needs; shelter, NFIs, food assistance, nutrition, WASH, health, protection, Education, SRHR and others have increased significantly and the population is in dire need of support. The purpose of this role is to oversee the management of the response Project in Unity State as well other emergency projects that are on the pipeline. The post holder is expected to have strong emergency response and recovery experience as well as project and budget management skills.

Plan International is looking for capable South Sudanese national to be hired for the role of Program Consortium Manager who will be responsible for the overall coordination and management of ECHO project and serve as the consortium focal point for its partners. He/she will ensure quality program implementation, including providing strategic guidance to consortium staff and overseeing budget management, performance management, M&E, partnership management, and relationships with

“Plan International Strives for a just World that advances children’s rights and equality for girls in line with Plan’s safeguarding Children and Young People Policy Commitment”



external stakeholders including government authorities, humanitarian working groups, and project partners. S/he will be responsible for maintaining regular contact with all consortium partners and the donor.

The Program Consortium Manager will be implementing and Supervising work in Unity State Leer and Rubkona Counties. The post-holder will support the EIE, CPIE and WASH program funded by ECHO and shall work hard to ensure technical soundness and best practice to enhance and strengthen Plan's recovery and resilience response and preparedness to support communities most affected by manmade and natural disaster. S/he shall actively participate and support in planning, design, implementation, monitoring and evaluation of the program works supported by Plan International and the partners.

Dimensions of Role:

- Responsible for management of a multi-sectorial project in Unity State, Leer and Rubkona Counties by ensuring that proposed results are achieved on time, within budget and in compliance with donor regulations.
- As a budget holder, She/he is fully responsible for budget management in line with ECHO financial procedures. The Program Consortium Manager should track and manage project expenditure including monthly budget forecasting and budget revisions.
- He/she oversees day-to-day coordination and delivery of project activities in conjunction with staff and partners and ensure timely and quality implementation and monitoring of the project activities.
- Organize periodic meetings to discuss project progress; record and follow up on the execution of agreed action points.
- Develop and lead a well-functioning consortium, built around collaborative leadership and decision making, capitalizing on the expertise and capacities of all partners.
- Take the lead in project planning and coordination to ensure timely and quality implementation of all project activities in line with the program work-plan and in full coordination with national and local authorities as well as other urban actors.
- Provide trainings for Project staff on ECHO compliance procedures as well as providing managerial direction and guidance in line with the project's expected outcomes.
- Responsible for the development of all narrative and financial reports (with support from Grants Manager and finance department and technical review by Education, CPIE, WASH and FSL thematic leads in line with ECHO and Plan's requirements.
- Support timely and proactive engagement with the donors at field and Juba level.
- Work closely with Monitoring and Evaluation team to ensure that Monitoring & Evaluation and indicator tracking plans for the project in all target locations are in place and, developing additional Monitoring & Evaluation tools as necessary to monitor project progress as well participating in data analysis and interpretation exercises with the consortium team to inform programming and advocacy.
- In collaboration with M&E Coordinator/Manager, Communications Manager, CPIE and Education thematic leads, she/he develop project briefs, lessons learnt and best practice documents that could feed into new projects ideas.
- Represent the consortium and other external stakeholders, effectively communicating challenges, successes, and contextual changes throughout the course of the project.
- Compile portions of program narrative and financial progress reports in coordination with the grants unit and finance to share with the donor.



“Plan International Strives for a just World that advances children’s rights and equality for girls in line with Plan’s safeguarding Children and Young People Policy Commitment”

Knowledge, Skills, and Experience Required to Achieve Role's Objectives:

Knowledge

Successful candidates will possess;

- Master's degree in Education, Development studies, Social Works and Social Sciences or related field in a sound university is preferred but a candidate with bachelor degree with over 7 years of managing extensive consortium will be tried.
- Minimum of 5 years' experience in managing large projects in INGOs and in Emergency Response and Recovery experience as well as working experience in partnership or consortium management
- Demonstrated success as a consortium team lead in the previous experience.
- Broad and strong knowledge in budget management and communication skills.
- Good knowledge of project management and an understanding of the humanitarian context programming is a plus.
- Strong collaborator and influencer with effective interpersonal and analytical skills who can work seamlessly across cultures, and organizational Units.
- Able to work effectively in a highly matrixed structure, multi-task, prioritize and make decisions.
- Excellent training and coaching ability and willing to accept new assignments which are not in the job description.
- Experience in two or more of the following sectors: disaster risk reduction, child protection in emergencies, EIE, WASH and sustainable livelihoods
- Experience in community accountability mechanisms with good knowledge of local context and customs.
- Knowledge of SPHERE, Core Humanitarian Standards and other codes of conduct, relevant minimum response standards for the sectors in which Plan is active such as CPMS, INEE, GBVIE and SRHR
- Experience in building relationships, fostering interagency coordination and experience of representing an organization to external parties.
- Proven record of donor management and engagement especially ECHO.

Skills

- Negotiation and conflict management skills
- Team management skills
- Ability to work independently and as a team player who demonstrates strong leadership and is able to support and also able to work with disaster affected communities in a sensitive and participatory manner.
- Well-developed written and oral communication skills. Able to communicate clearly and sensitively with internal and external stakeholders as a representative of Plan. This includes effective negotiation and representation skills. Cross-culturally adept. Excellent written and spoken English.
- Proven analytical skills and ability to think strategically, including the capacity to analyze the humanitarian context and security trends and propose new interventions and changes in the project implementation plan.
- General finance, administration, information management and telecommunication skills and proficiency in information technology/ computer skills required.

PLAN INTERNATIONAL'S VALUES IN PRACTICE

We are open and accountable

- Promotes a culture of openness and transparency, including with sponsors and donors.
- Holds self and others accountable to achieve the highest standards of integrity.
- Consistent and fair in the treatment of people.



“Plan International Strives for a just World that advances children’s rights and equality for girls in line with Plan’s safeguarding Children and Young People Policy Commitment”

- Compile and prepare quality partner monthly, quarterly, and periodic project progress reports, as well as final reports, and feed in other information as required by ECHO, Field Coordinator, Technical Coordinators and Senior Management Team.
- Maintain open and effective communication amongst the consortium and project team members.
- Ensure proper project and donor visibility in the project sites.
- Coordinate with local authorities to facilitate the participation of local communities in the planning and implementation of activities and undertake periodic reviews of project activities to assess effectiveness, efficiency, achievement of results and compliance with procedures.

Safeguarding Commitments:

- Commit and contribute to an environment where children and adult program participants feel respected, supported, safe and protected;
- Never act or behave in a manner that results in violence including SHEA against a child, young person or adult or places them at risk of such violence;
- Be aware of and adhere to the provisions of the Safeguarding Policy, PSHEA Policy and COC of Plan International;
- Report and respond to safeguarding and SHEA concerns and breaches in line with the applicable procedures of Plan International;
- Maintain confidentiality of safeguarding and PSHEA concerns reported;
- Never participate in or support child marriages.

Dealing with Problems/Risks

Complexity of problems handled & the degree of investigation, analysis, & creative thinking required to solve them

- The Program Consortium Manager should have the ability to manage staff working under pressure and build excellent working relationships in short timeframe.
- The post-holder will need to have the ability to find solutions to difficult programmatic and management issues, taking corrective action as necessary.
- Dealing with and harmonizing multiple demands from client groups.
- Working effectively with multiple cultures and languages.
- Working in an environment where rapid change might suddenly alter priorities.

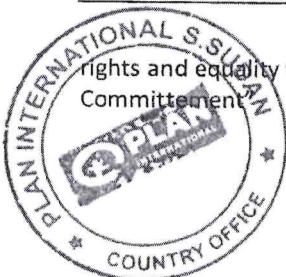
Communications and Working Relationships:

Internal:

- Reports directly to the PIAM with technical reports to Education, and CPIE Program Managers
- Collaborates and coordinates work with other Coordinators
- Ensures that a proper working relationship is maintained with support services (i.e., finance, logistics, HR)
- Field Supervision and implementation staff.

External:

- International/national and state institutions, agencies, clusters and donors
- Children and their families
- Parents and other members of the communities
- Local authorities
- Other partners
- Donors



“Plan International Strives for a just World that advances children’s rights and equality for girls in line with Plan’s safeguarding Children and Young People Policy”

- Open about mistakes and keen to learn from them.
- Accountable for ensuring we are a safe organization for all children, girls & young people

We strive for lasting impact

- Articulates a clear purpose for staff and sets high expectations.
- Creates a climate of continuous improvement, open to challenge and new ideas.
- Focuses resources to drive change and maximize long-term impact, responsive to changed priorities or crises.
- Evidence-based and evaluates effectiveness.

We work well together

- Seeks constructive outcomes, listens to others, willing to compromise when appropriate.
- Builds constructive relationships across Plan International to support our shared goals.
- Develops trusting and 'win-win' relationships with funders, partners and communities.
- Engages and works well with others outside the organization to build a better world for girls and all children.

We are inclusive and empowering

- We empower our staff to give their best and develop their potential
- We respect all people, appreciate differences and challenge equality in our programs and our workplace
- We support children, girls and young people to increase their confidence and to change their own lives

Physical Environment

- Standard office environment with some exposure to heat, cold, dirt, noise and rainy weather conditions; dim or crowded surroundings, especially when in the field
- The post holder will be required to travel to the field very frequent

Level of Contact with Children:

- High level of Contact with Children:

Inclusion and Diversity.

Plan International is an equal opportunity employer within the meaning of the relevant UN convention, Equality, diversity and inclusion is at the very heart of everything that Plan International stands for. Qualified Women and people with special needs are strongly encouraged to apply.

Employment of Relatives:

Plan International South Sudan is an equal opportunity employer. However, it discourages employment of relatives of staff members because of the conflict of interest associated with it. While trying to avoid such cases, applicants are required to declare in writing if they have any relatives working with Plan International South Sudan.

Application Submission Details:

All applications marked on the right-hand corner of the envelope "Application for the Position of "Consortium Program Manager-RUBKONA" should be addressed to:

The Head of People and Culture

Plan International South Sudan

Juba, Hai Jerusalem.



"Plan International Strives for a just World that advances children's rights and equality for girls in line with Plan's safeguarding Children and Young People Policy Commitment"

Applications should be submitted in hard copies to Plan International Office in Rubkona.
OR You can send your application via email to hr.ss@plan-international.org

The closing date for receipt of applications is before close of business on Monday, 4th March 2024.

Note: Applications submitted are non-returnable.

Plan is an equal opportunity employer within the meaning of the relevant UN convention, Equality, diversity and inclusion is at the very heart of everything that Plan International stands for. Qualified Women and people with special needs are strongly encouraged to apply.



"Plan International Strives for a just World that advances children's rights and equality for girls in line with Plan's safeguarding Children and Young People Policy Commitment"