



External Advert

Oxfam is a global movement of people working together to end the injustice of poverty.

That means we tackle the inequality that keeps people poor. Together we save, protect and rebuild lives. When disaster strikes, we help people build better lives for themselves, and for others. We take on issues like saving lives, governance and peace building, education, land rights and discrimination against women. And we won't stop until every person on the planet can enjoy life free from poverty.

We are an international confederation of 19 organizations (affiliates) working together with partners and local communities in the areas of humanitarian, development and campaigning, in more than 90 countries.

All our work is led by three core values: Empowerment, Accountability, Inclusiveness. To read more about our values please click [here](#)

The Role

Oxfam has been working in South Sudan since 1983. Our Programmatic Strategy concentrates on saving lives, Resilient Livelihoods, Advancing Gender Justice and Good Governance and Active Citizenship through a full spectrum platform that includes humanitarian response, recovery and resilience, long term development and policy and advocacy. Oxfam currently operates via seven area field offices in South Sudan. (It also works in partnership with several national organisations and community groups.

Position: MEAL Team Leader
Location: Nyirol - Lankien
Grade & Level: C Zone 2
Contract Type: Fixed Term
No. Of post: 1

OXFAM PURPOSE: To work with others to find lasting solutions to poverty and suffering

TEAM PURPOSE: To act with poor people as a force for change in addressing the causes of poverty, suffering and injustice and alleviating their symptoms

JOB PURPOSE: Work with the Programme Quality Coordinator, MEAL officers and all the programme teams on their strategic plans for the programme and ensure quality programming, delivery, and learning, based on evidence of impact at field level

DIMENSIONS:

- Works closely with programme teams and MEAL staff to ensure compliance with Oxfam standards on programme quality
- Represents Oxfam in programmatic coordination meetings and external programme relationships
- Impact and influence of the job is mostly within the job holder's own technical programme unit (i.e. country/region) but occasionally also with an external audience
- Streamlines programme quality and accountability mechanisms across humanitarian and development programmes
- Specific competencies and skills are required to achieve the job's objectives e.g. geographical, thematic, technical
- Helps shape local level objectives within a specific team. In larger programmes these jobs are often part of a programme management team
- Provides specialist advice or specific skills to their team or programme unit
- Their plans and objectives are developed to contribute to country, region, and broader programme strategy and can involve collaboration with other programme units or departments (humanitarian and development)
- Requires the ability to analyse and communicate complex technical information to a wide audience
- The focus of the role can vary but has well-defined targets and/or minimum standards, and is both proactive and reactive
- Problems vary and include a combination of routine and some complex.
- Required to make sound judgements regularly within agreed processes using a good understanding of the team and the facilities of the team
- Providing deep specialist knowledge in-country on MEAL

KEY RESPONSIBILITIES:



- In liaison with programme team, coordinate the implementation of an effective monitoring and evaluation process so that a constant assessment of programme effectiveness can be undertaken and adjustments made as necessary
- Design, develop and compile baseline information in close association with Oxfam's programme team and partners.
- Take lead in the development and review of logical frame works, log frames, MEAL plans developed for donor proposal and review individual partner logical frame works.
- Maintain, guide and roll out the schedule of project and review work plans, evaluations, PDMs, surveys/assessments and learning events.
- Support the program manager including the funding team in the review of reports submitted by program staff and partners to ensure that they are in line with logical frame works and project plans.
- In coordination with the program manager, encourage the documentation of success stories and case studies for the Development program .
- Ensure that MEAL resources are adequately met. This will involve preparing a budget for MEAL in collaboration with the program management.
- Ensure that accountability mechanisms and a complaint system are developed and utilised according to agreed principles and following the minimum standards of accountability.
- Assist teams in the initial assessment stage to collate information to feed into reports and programme planning, reporting.
- Work with and support field teams in setting up a simple system of data collection, analysis, and management as well as in monitoring progress of the activities in different field locations.
- Ensure that quantitative & qualitative information from various sources are collected and compiled for further use.
- Conduct analysis of mainstreaming (Gender/ protection) issues in programme as per overall programme objective
- Be an active member of the Development programme, supporting colleagues and the Programme Manager to ensure collective ownership of and responsibility for the programme is held across the team
- Build the capacity of Oxfam partners and programme staff to carry out MEAL activities within their own programme areas
- Establish and maintain MIS for the programme as one of the core functions of Knowledge Management.
- Engage in any other MEAL related activities assigned by the APM or PQ lead

SKILLS AND COMPETENCE:

- Experience of being accountable to beneficiaries and to donors for quality programming
- Experience of humanitarian emergency and development work in Oxfam, and an understanding of WASH, EFSL, protection, and gender needs
- Extensive proven field experience in diverse contexts
- Strong interpersonal skills and ability to communicate in Arabic and English clearly both verbally and in writing and with all levels of staff; excellent coordination and influencing skills
- Systematic and organised in approach, with ability to work on own initiative
- Strong Monitoring, Evaluation, Accountability, and Learning skills and qualifications; specific and proven knowledge and experience in the definition and implementation of MEAL system in emergencies and development
- Degree in social sciences is preferable(sociology, development studies) or statistics/ demography
- Experience of working in a multicultural team.
- Proven knowledge of computerised systems; high degree of computer literacy and word processing and spreadsheet skills; SPSS or other statistical software and other digital registration / survey software knowledge preferable
- Ability to work under pressure, ability to prioritize and commitment to meet deadlines.
- Experience in and the ability to train people.
- Ability to show perseverance, persistence and patience
- Prepared to travel, at times to risky areas and at short notice.
- Good understanding of principles of effective planning; Good time management.



- Good organisational awareness; motivated to work for justice against poverty and suffering.
- Effective member of team and role model; demonstrates creativity in seeking better ways to do things and shares with team, and promotes high standards.
- Drive to achieve results; takes responsibility for own work and delegated project/processes (including some leadership).
- Strong analytical thinking approach; anticipates problems and regularly provides solutions.
- Successfully manages conflicting priorities
- High degree of flexibility to carry out other actions if the need arises.
- Gender and cultural sensitivity, commitment and an understanding of the values of Oxfam and the principles of equal opportunities.

This job description is not incorporated in the employment contract. It is intended as a guide and should not be viewed as an inflexible specification as it may be varied from time to time in the light of strategic developments and following discussion with the post holder.

This position is open to South Sudanese Nationals Only, and Female candidates with relevant qualifications and experiences are strongly encouraged to apply.

Deadline for submission of applications is 20th February 2023. Interested Applicants should drop hard copies of their CVs and Cover letters to Oxfam Office Lankien, Opposite Airstrip or send soft copies of your CVs and cover letters to Hrsouthsudan@oxfam.org.uk

