



USAID-funded Resilience through Agriculture in South Sudan (RASS) Activity

SCOPE OF WORK RESILIENCE THROUGH AGRICULTURE IN SOUTH SUDAN (RASS)

Position Title:	Senior Field Supervisor
Work Location:	Juba, Central Equatoria State
Contract Name:	Resilience through Agriculture in South Sudan Activity
Status:	Full-time, Long-Term Technical Assistance (LTTA)
Period of Performance:	From September 15 th , 2022 renewable annually (contingent on funding and performance)
Direct Supervisor:	Deputy Chief of Party (DCOP)

ABOUT RASS

USAID’s four-year (2021-2025) Resilience through Agriculture in South Sudan Activity will improve food security and community household recovery and resilience in 13 target counties, reducing long term reliance on humanitarian assistance. To achieve this ambitious aim, DAI will 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, reducing food loss, and improving nutrition behaviors; and strengthen and expand household and community opportunities for sustainable, locally driven livelihoods. The RASS Activity will apply the resilience pathways approach. This approach 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 stresses; and graduating them from high to low Integrated Phase Classification (IPC) levels. Hence, reducing dependency on emergency humanitarian assistance and enhances the transition to inclusive development assistance and economic growth.

CONTEXT AND GENERAL TECHNICAL REQUIREMENTS

RASS will work through local partners to ensure the sustainability and local ownership of RASS interventions—strengthening the capacity of local partners and local stakeholders, where it is needed. RASS will work through field offices either directly or through co-location within existing consortium partners and therefore operations collaboration and coordination will be at the center of this desired result.

RASS county teams will be tailored to meet the local needs of each county and are designed to be agile, flexible, and adaptive. RASS Senior Field Supervisors will oversee the work of the county teams, providing technical support and coaching to the County Manager and Community Liaison Officer, ensuring that RASS engages through the four corners of county stakeholders—local government, traditional leaders, civil society organizations (CSOs), and the private sector. In collaboration with RASS Juba-based staff, county teams will design technical assistance and grant activities, gather data on Activity progress and lessons-learned, provide support to local partners, and identify optimal pathways to achieve results. Senior Field Supervisors will support County Managers in planning, managing, and implementing RASS Activity interventions at county level.

Position Description and Responsibilities

The Senior Field Supervisor is a RASS core team member of multi-sectoral technical experts and serves as a key advisor to the DCOP on all technical and operational matters related to the effectiveness and efficiency of field-level operations. S/he is based in Juba and will collaboratively engage with RASS Objective Leads ensuring technical quality and timely delivery of approved RASS interventions. This requires that the Senior Field Supervisor remain in constant communication with county teams, Objective Leads, and Juba management, providing technical direction and management support to assigned field teams, consultants, and local partners.

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The Senior Field Supervisor is expected to travel to their assigned areas of intervention, which may include but not be limited to: Panyjar, Akobo, Uror, Duk, Wau, Jur River, Leer, Mayendit, Ulang, Baliet, Pibor, Budi and Kapoeta North. S/he will support strong collaboration and coordination amongst stakeholders and sub-grantees at the State 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."

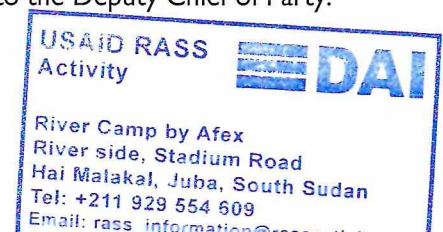
Responsibilities: Under the overall supervision of the Chief of Party (COP) and direct supervision of the Deputy Chief of Party (DCOP), including close collaboration with relevant RASS technical personnel, the Senior Field Supervisor will provide oversight to RASS Activity implementation in the field locations, provide operational advice, and decision-making support to the RASS office in Juba. The Senior Field Supervisor will be required to spend approximately 25% of his/her time traveling to targeted Counties under his/her jurisdiction to effectively perform his/her duties. More specifically, s/he will:

Activity Support:

- Provide support to the assigned county teams ensuring that approved RASS interventions are implemented on time and according to RASS quality standards.
- Maintain proactive and collaborative communications with technical teams at the field level, monitoring progress against approved activities, staying informed on local challenges and changes in the operating environment, and keeping senior management abreast of program activities by providing timely and contextualized reporting on interventions, including updates on activities according to the realities on the ground.
- Support the development of work plans and annual budgets of the Activity according to stipulated timelines in the USAID contract.
- Maintain day-to-day contact with RASS field-level teams to ensure timely response to emerging program opportunities and challenges for all of RASS stakeholders or beneficiary groups at the county level.
- Facilitate the development and roll out of community engagement plans and be accountable for County Managers and Community Liaison Officers, as well as stakeholder engagement activities in the field to facilitate smooth activity delivery.
- Support field-level teams in trouble shooting.
- Draft periodic work plan activity reports for submission to USAID.

Collaborating, Learning, and Adaptation (CLA) & Quality Assurance

- Supervise RASS field-level teams in collaboratively engaging with other USAID implementing partners, other non-governmental organizations (NGOs), Community-based Organizations (CBOs), etc. operating in the RASS target counties to identify currently viable farmer groups.
- Ensure that technical teams develop and maintain collaborative relationships with local authorities, sub-grantees, private sector, community leaders, and other regional stakeholders for the success of the RASS Activity in the targeted areas.
- Contribute to the third-party monitoring, inspection, rapid assessment, and activity evaluation procedures.
- Support the County Managers in monitoring and verifying all implementing partners' project plans, activities, and progress in collaboration with the MEL Specialist.
- Monitor conflict triggers and analyze context in the Activity intervention areas, ensuring implementation of the Do-No-Harm principle of USAID-funded activities.
- Monitor and assess overall progress on achievements of results, sustainability of project results, including access, availability of services, and products.
- Provide feedback of the monitoring and verification findings to technical teams.
- Propose solutions or mitigation efforts if bottlenecks arise with implementation.
- Prepare monitoring reports, project activity updates, and reports to the Deputy Chief of Party.



- Support County Managers and Community Liaison Officers with community engagement efforts, stakeholder management, and implementation of approved field activities, ensuring resulting outputs, outcomes, and/or contract deliverables are achieved according to schedule and quality.
- Directly use or ensure use of technology-based data collection techniques.
- Facilitate the collection of GPS-stamped photographs, GPS coordinates, and other verification related media as allowed at the local or national level.
- Coordinate and conduct site visits, which may include remote monitoring of RASS activities.
- Work with Objective Leads in assessing the implementing partner's progress against timelines and benchmarks in implementation and work plans.
- Confirm the accuracy of data reported by partners in the quarterly and annual reports.
- Verify compliance issues at project sites, including requirements around gender, feedback loops, complaints, branding and marking, and environmental mitigation.
- Any other activities as assigned by the RASS DCOP in the interest of the RASS Activity.

Supervisory Responsibilities

The Senior Field Supervisor will directly supervise the Community Liaison Officers (CLOs) and County Managers (CM) who report to him/her; support and provide technical quality assurance of RASS Activity implementation by the Community Liaison Officers and County Managers.

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 eight years' experience with progressively higher level responsibilities implementing community-based development, humanitarian, or peacebuilding programming within a multi-dimensional, multi-functional, donor funded project in South Sudan or a Master's degree in the same fields as described above *and* a minimum of five years' experience with progressively higher level responsibilities in the relevant areas. Management experience is a must, especially as it relates to remote supervision of field-based teams in a conflict-sensitive environment.
- **Demonstrated Professional Knowledge:** when evidenced through the candidate's management experience, the ideal candidate will showcase in-depth knowledge of coordination efforts and management requirements for delivering community-based programming, exhibiting understanding of community development needs, challenges, dynamics, community cohesion, and solutions-oriented approaches that are participatory, sustainable, and capable of building resilience. 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. Evidences an ability to analyze and interpret data, including familiarity with conducting community level assessments (coverage/mapping, and surveys of community development needs). 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 of USAID policies and procedures and has a strong command of standard Microsoft Office programs, such as Word, Excel, and Outlook.
- **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. Showcases an ability to produce technical reports at a high English fluency level for



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USAID. 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 July 29, 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. 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.

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