

Friday, September 8, 2023

STATEMENT OF WORK

Human Resources Consultant – Afia WASH

Period of Performance	November 2023-January 2024
Commencement date	November 15, 2023
Reporting to:	Human Resources Manager



1 Background of the Afia WASH Project

Afia WASH is a five-year USAID funded program whose purpose is to expand gender-transformative sustainable access to basic safe drinking water, basic sanitation coverage, and increase uptake of key hygiene behaviors to improve health and household resilience in accordance with USAID/South Sudan’s Strategic Framework. The program will eventually be implemented across the following 13 counties spread in five states – Mayendit, Leer, Panyijar (Unity State), Jur River, Wau (Western Bahr el Ghazal), Kapoeta North, Budi (Eastern Equatoria State), Baliet, Ulang (Upper Nile state), Akobo, Urur, Duk (Jonglei), and Pibor county (Greater Pibor Administrative Area). Currently Afia WASH is working in 8 counties of Akobo, Budi, Duk, Jur River, Kapoeta North, Pibo, Urur and Wau.

2 Scope of the Assignment

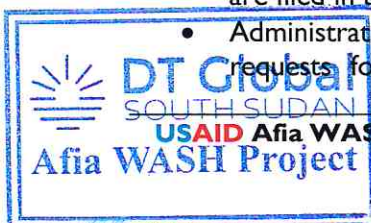
Reporting to the Human Resources Manager, the Human Resources Assistant will assist the HR Manager in maintaining the project’s Human Resources (HR) systems and records, according to DT Global and US Government rules and regulations. Furthermore, the HR Assistant will coordinate with other departments to ensure a smooth information flow for incoming correspondence including letters, official circulars, and other external communications. He/she will assist the HR department to develop and administer various human resources policies and procedures for all project personnel including but not limited to recruitment, hiring, termination, promotions, organizational planning, capacity building improvements and all matters related to human resources. Finally, he/she will be responsible for ensuring the complete and accurate filing of all required HR documents and staff compliance to HR processes. This position will be for Afia WASH Juba office.

3 Objectives of the Assignment

The Human Resources Consultant will provide support to the Human Resources Manager in all HR related tasks as cover for the Human Resources Assistant who will be on maternity leave.

4 Specific Tasks

- Recruitment: Support HR Manager in publishing recruitment advertisements, tracking applicants, collecting documentation, administering tests, coordinating interviews, preparing, and compiling interview packages for panelists, etc., and ensuring that all received applications and documents are filed in both hard and soft copy formats.
- Administrative support: Providing administration support for the HR office; collecting and sending requests for employment and hiring documentation, ensuring proper filing of employees’



documentation, Alien registration, visa, and work permit processing for expats, coordinating with other departments and ensure information flow with official circulars, incoming letters, policy announcements, and other external communications.

- Staff Performance Appraisals: File and help track all staff performance appraisal forms in employees' respective files.
- Timesheets: File copies of all staff timesheets received from the employees for future tracking
- Staff Leave: Maintain and update monthly the leave records for all national staff. Organize and file paper and soft copies of all approved leave requests.
- Personnel files: Support the HR Manager in maintaining accurate and complete personnel files.

5 Deliverables

- Recruitments completed including adverts approved by Mol and published, applicants tracked, documentations collected, tests administered, interviews packages compiled, and results documented and filed in both hard and soft copy formats.
- Administrative support: Employment and hiring documentation collected and filed, alien registration, Visa and work permits processed for expats, number of information flow with official circulars, incoming letters, policy announcements, and other external communications.
- Staff Performance Appraisals: Staff performance appraisal forms tracked, completed, and filed in employees' respective files.
- Timesheets: Copies of all staff timesheets received and filed.
- Staff Leave: Staff monthly leave records updated, and all approved leave requests properly filed in both paper and soft copies.
- Personnel files: Personnel files maintained accurately and complete.

6 Working Arrangements

The HR Consultant will work under close supervision of the HR Manager in delivering daily HR tasks.

7 Period of Performance

The assignment is expected to last for three months only from November 1, 2023, through January 31, 2024.

8. Level of effort

The HR Consultant will work five days a week and 40 hours per week.

Education and Certifications:

- At least Diploma in Business Administration with Human Resources Concentration with at least three (3) years of relevant experience.

Key Position Competencies and Experience:

- At least one year of experience in clerical support, human resources, administration, or relevant field required, particularly for an international development implementing partner or Non-Governmental Organization
- Minimum two (2) years of experience, preferably in human resources and administration roles with USAID and other donor funded projects focusing on grant-making projects.



- Knowledge of South Sudan Labour Laws
- Familiarity with donor policies, such as USAID's recruitment and human resource policies.
- Experience in liaising with other organizations and government officials
- Proficient in Microsoft Office
- Strong organizational and interpersonal skills and ability to work calmly under high stress and in a very fast paced environment.
- Ability to synthesize and summarize large amounts of complex information so that it can be presented in a simple and easy to understand way.
- Effective written and oral communication skills
- Demonstrated problem solving and analytical skills and good judgement.
- Be proactive, have strong prioritization skills, and versatility.
- Have integrity, empathy, and demonstrated ability to work cross-culturally.
- Possess demonstrated leadership skills, humility, and self-awareness.
- Ability to communicate clearly and concisely, both written and verbally in English and spoken Arabic required and other local languages preferred.
- Position open to South Sudan nationals only.



DT Global Core Competencies:

- **Teamwork:** Works cooperatively and effectively with others to achieve common goals. Participates in building a culture characterized by inclusion, trust, and commitment.
- **Communication:** Effectively conveys information and expresses thoughts professionally. Demonstrates effective use of skills and displays openness to other people's ideas and thoughts.
- **Adaptability:** Adjusts planned work by gathering relevant information and applying critical thinking to address multiple demands and competing priorities in a changing environment.
- **Customer/Client Focused:** Anticipates, monitors, and meets the needs of customers and responds to them in an appropriate and responsive manner.
- **Diversity & Inclusion:** Conveys respect for diverse individuals and perspectives; models inclusive behavior and treats everyone fairly.
- **Professionalism:** Displays appropriate and ethical behavior, integrity, and personal presentation in the workplace always; demonstrates respectful communication for others, both verbal and non-verbal.

Application Process:

To apply, please send your CV and Letter of Motivation including your nationality ID **as one single document** to afiawash.recruiting@dt-global.com. Your attachment must be less than 1 megabyte in size; your CV must include your full name, email, and phone number; and **DO NOT** submit any other recruitment documents at this time. In the email subject line, include the **title AND location** of the position you are applying for, as advertised at the top of this job vacancy announcement. Only candidates who are short-listed will be contacted. **The deadline for submissions is Friday, September 29, 2023, at 05:00PM (17:00), CAT.** Emailed CVs received after this time will be considered only at DT Global South Sudan discretion.

DT Global South Sudan is an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, veteran status, gender identity, or national origin. DT Global prohibits discriminating against employees and job applicants who inquire about, discuss, or disclose the compensation of the employee or applicant or another employee or applicant.

