



"BETTER LIVES & HEALTHY ENVIRONMENT"

50.11.3
Approved by
S/inspector of labor
17/01/2023



VACANCY ANNOUNCEMENT

Vacancy Title: County Pharmacist Officer (2).
Location: Longechuk County one (1) and Maiwut County one (1)
Reports to: County Health Coordinator
Start date: As soon as Possible

About Nile Initiative Development Organization (NIDO)

NIDO is a National Organization working in Upper Nile State for a period of more than six (6) years with the specialty in provision of essential Health Services to the vulnerable population. The main purpose of this organization is to improve on basic health care of the vulnerable population of South Sudan, increase access to primary health care services, and reduce extreme level of poverty among the vulnerable communities while addressing socio-economic related issues affecting population in Upper Nile State such as vulnerable children, women, youths and persons with disabilities in order to make them realize their potentials and true values of human life.

The key objectives of the CERSHP are to:

1. To increase the utilization and quality of health services, with an emphasis on maternal and child health.
2. To scale up health promotion and protection interventions so as to empower communities to take charge of their own health.
3. To strengthen institutional functioning including governance and health system effectiveness, efficiency and equity.



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Juba, South Sudan



The CERSHP supports delivery of essential primary health care and referral health services up to county hospital level, as well as health system strengthening at the national, state, county and facility/community levels. The CERSHP is supporting these services in the two former states of Upper Nile and Jonglei State

A. This document

This document sets out the specific Terms of Reference (ToR) for two County Pharmacist officers to be based in the two counties of Longechuk and Maiwut under Lot 4.

The County Pharmacist officers shall be working under the management of NIDO and will report to County Health Coordinator Officers of the two counties of Maiwut and Longechuk respectively.

Job objective

The pharmaceutical technologist is responsible for setting up and the management of the health facilities pharmaceutical department to ensure uninterrupted supply of medicines and medical supplies to all the health facilities and ensure that the health facilities are able to establish a drug management system.

Accountability and responsibilities

1. Manage the health facilities medical supply including forecasting of needs and overall management of the HFs medical supplies chain.
2. Ensuring that the pharmaceuticals (drugs), medical/laboratory supplies and medical laboratory equipment received from central medical store or donated from other stakeholders conform to specifications.
- 3 Review all the drug orders raised from the HFs before they are finally approved for distribution.
4. Receive and analyze the monthly drug consumption data from the various health facilities and generate monthly pharmaceutical reports.
5. Provide feedback to NIDO management on drug consumption and ensure that there are not out of stock.
6. Prepare orders for pharmaceuticals and follow up with health facilities in-charges to ensure delivery to the HFs.
7. Give quarterly analysis of the drugs consumptions and improve





- the existing drug management procedures
- 8 Assist in preparation and implementation of the required pharmacy protocols and ensure their adherence at all times to promote rational drug use.
 - 9 Provide training on proper pharmaceutical and dispensing procedures to the team members when called upon.

Qualification and competence

1. Minimum qualification is a diploma in pharmaceutical technology or a degree in pharmacy from a recognized institution, with at least 3 years post qualification working experience.
2. Should be registered by *the* relevant regulatory body to practice.
3. Computer literacy skills with proficiency in MS word. MS Excel. MS Access an added advantage
4. Must be fluent in spoken and written English
5. Must be able to self-start
6. Must be enthusiastic and ready to work extra hours to achieve the objectives of the program.

Essential:

- Strong preference for South Sudanese Nationals
- At least 3 years experiences of managing and implementing Health projects or other developmental programs preferably in post conflict situations. South Sudan experiences will be added advantage
- Adequate experience and track record working in gender-focused programs including women programs.
- Willingness to work in hard-to-reach areas and travel to health facilities
- Ability to develop and maintain effective high-level relationships with local authorities, other NGOs as well UN agencies.
- Understanding of Community participatory methods in community development and results-based management
- Effective communication, negotiation and networking skills.
- Women are especially encouraged to apply.



Desired:

- Willing to live and work in remote and hard areas of South Sudan especially in the Upper Nile State of Longechuk and Maiwut counties.
- Ability to work in a multi-cultural team,
- Effective communication and networking skills,
- Fluent in written and spoken English and South Sudanese Juba Arabic.
- **Female Candidates are highly encouraged to apply.**

How to Apply

a. Eligibility;

- The position is Open to only South Sudanese
- Female candidates with required qualifications are highly encourage to apply.

b. Shortlisting and interview

- Due to urgency of the position, applications will be review on regular bases.
- Successful candidates will only be contacted for interviews

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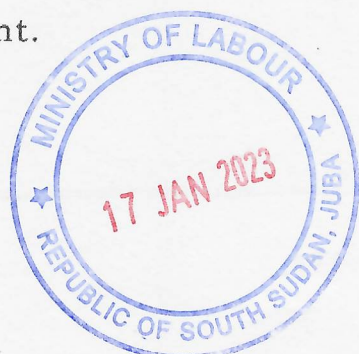
nidoorg1@gmail.com, thoangatbel13@gmail.com and kechpal3@gmail.com or deliver by hand to NIDO South Sudan Country Office in Hai-Jalaba, Juba.

Deadline for submission

The closing date for application is 3rd - February 2023

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"BETTER LIVES & HEALTHY ENVIRONMENT"

VACANCY ANNOUNCEMENT



Vacancy Title: M&E Assistant (2).
Location: Maiwut County one (1) and Longechuk County one (1).
Reports to: County Health Coordinator
Start date: As soon as possible

Background

Nile Initiative Development Organization (NIDO) is a National Organization working in Upper Nile State for a period of more than six (6) years with the specialty in provision of essential Health Services to the vulnerable population. NIDO major objective is to improve on basic health care to vulnerable communities, increase access to primary health care services, and reduce extreme level of poverty among the needy population while addressing socio-economic related issues affecting population in Upper Nile State such as vulnerable children, women, youths and persons with disabilities in order to make them realize their potentials and true values of human life.

Duties and responsibilities:

- Develop and strengthen monitoring, inspection and evaluation procedures.
- Monitor all project activities, expenditures and progress towards achieving the projects goals.
- Monitor and evaluate overall progress on achievement of results.
- Monitor the sustainability of the project's results.
- Provide feedback to the Program Manager and Health Manager on project strategies and activities.
- Report monthly, quarterly, and annual progress on all project activities.



- Conduct capacity assessment on existing monitoring and evaluation system Develop indicators and a monitoring strategy for the project.
- Provide inputs, information and statistics for quarterly, annual and other reports.
- Assist personnel with M&E tools and in supporting them in their use.
- Perform other duties as assign by the health manager.
- Organize and conduct training on M&E for project and government staff.
- Prepare Issues Log and Risk Logs for projects
- Prepare and maintain M&E data base.
- Take a lead in the baseline, mid-term and end of term evaluations of programs.
- Conduct data quality checks in the field and ensure accuracy and completeness of survey questionnaires. This should involve, verifying and validating collected data to identify and resolve inconsistencies and inaccuracies in the field.
- Document and track complaints from beneficiaries and monitor the availability and effectiveness of beneficiary complaint reporting mechanisms in line with the Humanitarian Accountability principles.

Requirement Skills & Qualification:

University Degree preferably in Monitoring and Evaluation, Project Planning and Management or related field.

In-depth knowledge on MIS, M&E and development issues.

Excellent communication skills (written and oral): Sensitivity to and responsiveness to all partners. Respectful and helpful relations with donors and project staff.

Experience in designing tools and strategies for data collection, analysis and production of reports.

Expertise in analyzing data using statistical software (SPSS for Windows)

Consistently approaches work with energy and a positive, constructive attitude

Demonstrates strong oral and written communication skills

Capacity of team work, ability to work in a multi-cultural environment

Good time management skill



How to Apply

a. Eligibility;

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b. Shortlisting and interview

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- Successful candidates will only be contacted for interviews

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nidoorg1@gmail.com, thoangatbel13@gmail.com and kechpal3@gmail.com or deliver by hand to NIDO South Sudan Country Office in Hai-Jalaba, Juba.

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"BETTER LIVES & HEALTHY ENVIRONMENT"

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Approved by
Inspector of Labour



VACANCY ANNOUNCEMENT

Vacancy Title: Registered Midwife (1).
Location: Longechuk, County, Chotbora PHCC one (1)
Reports to: County Health Coordinator
Start date: As soon as Possible

Background

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The key objectives of the CERSHP are to:

1. To increase the utilization and quality of health services, with an emphasis on maternal and child health.
2. To scale up health promotion and protection interventions so as to empower communities to take charge of their own health.
3. To strengthen institutional functioning including governance and health system effectiveness, efficiency and equity.

The CERSHP supports delivery of essential primary health care and referral health services up to county hospital level, as well as health system strengthening at the national, state, county and



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facility/community levels. The CERSHP is supporting these services in the two former states of Upper Nile.

This document

This document sets out the specific Terms of Reference (ToR) for one Registry Midwife to be based in the one county of Longechuk under Lot 4.

The Registry shall be working under the management of NIDO and will report to County Health Coordinator Officers of the one county of Longechuk.

DUTIES AND RESPONSIBILITIES OF A MIDWIFE

- Monitoring women's health during their pregnancies.
- Helping to develop and support a woman's birth plan and as well teaches the mother about pain management technics when labor begins and also explains labor stages in that the mother gets ready.
- Undertaking clinical examinations and screenings as part of antenatal care.
- Providing advice and support to parents of newborns, for example teaching new and expectant mothers how to feed their babies.
- Providing advice and support to parents coping with miscarriage, stillbirth, termination and neonatal death.
- Performing emergency procedures and referring women to other medical staff where necessary.
- Writing reports and documenting assessments and care.
- Educating parents during pregnancy about what is going on in their bodies basically hormonal changes as well as monitoring the growth of the baby through belly measurement,
- Give the necessary supervision, care and advice to women during pregnancy, labor and the postpartum period.
- Provide full antenatal care, including screening test in the hospital, community and the home.
- Provide counselling and advice before and after screening and tests.



- Conduct deliveries on her own and care for the newborn infant.
- Manage complications in pregnancy and childbirth, in accordance with the principles of basic emergency obstetric care.
- Identify high risk pregnancies and making referrals to doctors and other medical specialists.
- Provide support and advice following events such as miscarriage, termination, stillbirth, neonatal abnormality and neonatal death.
- Provide primary care to women of productive age, in accordance with the Basic Package of health Services.
- Supervise the provision of primary health care within the community by female health workers.
- Counsel and educate women, the family and the community, in relevant areas of health and provide a program of parenthood preparation and a complete preparation for childbirth including advice on hygiene and nutrition.
- Give support and advice on the daily care of the baby, including breastfeeding, bathing and making up feeds.
- Provide all non-surgical methods of family planning, and counselling for surgical methods.
- Follow established health center policies, procedures and objectives; continuous quality improvement initiatives; safety, environmental, and infection prevention standards.
- Decreased risk of needing a caesarean and reduced rates of labor induction and augmentation.
- Help to decrease infant mortality rates and preterm birth and take all initiatives which are necessary in case of need and carry out where necessary immediate resuscitation.
- Help to decrease maternal mortality rate and pregnancy related sufferings.



Qualification and Experiences:

- University Degree or Diploma in Midwifery from recognized institutions/University

Essential:

- Strong preference for South Sudanese Nationals
- At least 3 years experiences of managing and implementing Health projects or other developmental programs preferably in post conflict situations. South Sudan experiences will be added advantage
- Adequate experience and track record working in gender-focused programs including women programs.
- Willingness to work in hard-to-reach areas and travel to health facilities
- Ability to develop and maintain effective high-level relationships with local authorities, other NGOs as well UN agencies.
- Understanding of Community participatory methods in community development and results-based management
- Effective communication, negotiation and networking skills.
- Women are especially encouraged to apply.

Desired:

- Willing to live and work in remote and hard areas of South Sudan especially in the Upper Nile State of Longechuk county.
- Ability to work in a multi-cultural team,
- Effective communication and networking skills,
- Fluent in written and spoken English and South Sudanese Juba Arabic.
- **ONLY female candidates are highly encouraged to apply.**

How to Apply

a. Eligibility;

- The position is Open to only South Sudanese
- Female candidates with required qualifications are highly encourage to apply.

b. Shortlisting and interview

- Due to urgency of the position, applications will be review on regular bases.
- Successful candidates will only be contacted for interviews



Applications should be accompanied by updated CV, covering letter and academic certificates, with at least three suitable referees with their day telephone and email contacts. Application for this post should be submitted electronically to the following email address;

nidoorg1@gmail.com, thoangatbel13@gmail.com and kechpal3@gmail.com or deliver by hand to NIDO South Sudan Country Office in Hai-Jalaba, Juba.

Deadline for submission

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NIDO

NILE INITIATIVE DEVELOPMENT ORGANISATION

"BETTER LIVES & HEALTHY ENVIRONMENT"

50.H-3
Approved by
S/Inspector of Labour

[Signature]
17/01/2023



VACANCY ANNOUNCEMENT

Job Title: Team Leader (2).

Location: Maiwut one (1) & Longechuk one (1)

Report to: Executive Director

Starting Date: As soon as possible

Background

Nile Initiative Development Organization (NIDO) is a National Organization working in Upper Nile State for a period of more than six (6) years with the specialty in provision of essential Health Services to the vulnerable population. NIDO major objective is to improve on basic health care to vulnerable communities, increase access to primary health care services, and reduce extreme level of poverty among the needy population while addressing socio-economic related issues affecting population in Upper Nile State such as vulnerable children, women, youths and persons with disabilities in order to make them realize their potentials and true values of human life.

Job Summary

The Team Leader is responsible for all activities in their programme site; this responsibility covers the operational/support functions (Security, Human Resources, Logistics, Finance and Admin) and direct programme activities (community mobilization and BHI) and includes coordination, programme planning and overseeing the day-to-day operations of field staff. The TL is also responsible for coordination and communication with local authorities.

To ensure good management of NIDO programme activities in the geographical location, the TL is responsible for ensuring that the programme receive the maximum possible level of support from the Operational/Support functions. This will involve ensuring:

- I. Proper planning by the programme departments to ensure programme implementation is in accordance with the donor proposals
- II. Good, timely coordination between the different programme departments and Operational/Support functions.

An understanding by all parties of the constraints faced by



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Juba, South Sudan

- I. An understanding by all parties of the constraints faced by other departments.
- II. The efficient performance of the Operational/Support functions.
- III. If required, the TL has a role to play resolving any conflicts between the different departments.

Specific Roles and Responsibilities

Key roles

- Coordination and programme planning with NIDO teams
- Oversee day-to-day operations of program staff
- Submit weekly, monthly and quarterly reports and provide inputs for donor report.
- Coordination with the Government, UN and NGOs in the field sides
- Ensure the safety and security of the staff in the area of operation.
- Oversee HR issues in the project area.
- Oversee finance department in the field.
- Oversee operation department in the field.
- Oversee Construction work in the field.
- External coordination to ensure NIDO position is understood and protected.
- Implement other tasks as identified by the Executive Director.

External Coordination

Relationships with open dialogue and mutual respect should be nurtured with all the stakeholders. Meetings should include update on the planned program direction, and understanding the concerns and promoting ownership of the programme by the various stakeholders.

- Liaise with partners at state and county level; attend all appropriate coordination meetings and share information regarding the project and security where relevant.
- Ensure good relations with RRC and local authorities, including but not limited to Commissioners and ensuring that NIDO remains impartial.
- Liaise with Ministry of Health at the State & County level on the management of BHI services.
- Accompany donor representatives and other official visitors, when requested to by the NIDO Executive Director, and provide information as required



Security

The TL is automatically the Security Focal Point for the programme site, and thus responsible for the safety of their team and at all times in a position to respond to a security incident. Overseeing Security in the programme site, including:

- Implementing NIDO Security Guidelines and Procedures.
- Periodically review of the site-specific security guidelines.
- Ensure that all staff are familiar with NIDO Security Guidelines and PSEA policies.
- Monitor the security situation and provide regular informant to the ED of any incidents, changes or adverse conditions affecting staff safety or project operations in the field.

Personnel

Overseeing HR issues in the programme site, including:

- Implementation of NIDO South Sudan HR Manual in the field.
- Ensure all new hired are properly authorized and contracted.
- On a demand basis accompany the staff member paying salaries.
- Coordinating with the HR manager on issues related to field human resources.
- Ensure implementation of staff appraisals

Financial

Overseeing the Finance department in the programme site, including:

- On a day-to-day basis supervising the Field financial assistant.
- Working with the Finance and Admin Assistant to ensure that NIDO Financial Guidelines are adhered to at all times, reporting any breaches to the Financial Controller.
- Monthly review of spending and forecasting.
- Weekly cash counts.
- Review of Cash book for reasonability of expenditure.
- Review of financial paper work to ensure all transactions are properly authorized and that all the required supporting documentation is on file.
- Coordinating with the Finance manager.
- Ensuring that the Finance & Admin Assistant provides the required support to programmes.

Job Qualification and Requirement:

A. Education:

- Master degree or Bachelor Degree in Business Administration, or social science.
- At least 3 years' experience as Area Coordination in humanitarian context.



- Experience in analytical and conceptual skills in reports writing, organizational and interpersonal and communication.
- Proven experience of cooperating and working with others in a team.

B. Skills and Competencies:

- Good Computer skills in micro soft word, PowerPoint and excel
- Professionally fluent in written and spoken English.
- Remain Productive when under pressure.

C) Language Requirements:

- Ability to communicate effectively in English, both in written and oral form.
- Knowledge of Arabic is highly desirable.

Policies

- A. Standard of Professional Conduct;** NIDO and NIDO workers must adhere to the values and principles outline in NIDO way standards for professional conduct. These are Faithfulness, integrity, Professionalism, governance and stewardship, Empowerment and team work. In accordance to these values, NIDO operates and enforce polices on beneficiary protection from Exploitations and abuses, child safeguarding, anti-workplace harassment, and fiscal integrity.
- B. Safeguarding policy:** NIDO has a zero-tolerance policy for safeguarding violation by staff, incentive workers, visitors, suppliers/sub-contractors. Safeguarding at the NIDO is an integral to the organizational value and ethics and staff and associates are expected to take all reasonable steps to prevent the sexual exploitation, abuses and harassment of any person linked to the program by its employer and any downstream partner. The successful candidate will be subject to a thorough background check and satisfactory references.
- C. a) Gender Equality:** NIDO is committed to narrowing the gender gap in leadership position. We offer benefits that an enabling environment for women to participate in our workforce including a flexible hour (when possible), Maternity leave, transportation support and gender sensitive security protocols.
- b) Equal Opportunity Employer:** NIDO is an equal opportunity employer. NIDO consider all applicants based on merit without regards to race, color, national region, religion, sexual orientation, age, Marital status, Disability or any other characteristic protected by applicable laws.



How to Apply

a. Eligibility;

- The position is Open to only South Sudanese
- Female candidates with required qualifications are highly encourage to apply.

b. Shortlisting and interview

- Due to urgency of the position, applications will be review on regular bases.
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Deadline for submission

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50. H. 3
APPROVED by
S/Inspector of Lab
17/01/2023



VACANCY ANNOUNCEMENT

Job Title: County Health Coordinator (2).
Location: Maiwut one (1) & Longechuk one (1)
Report to: Health Manager
Starting Date: As soon as possible

Background

Nile Initiative Development Organization (NIDO) is a National Organization working in Upper Nile State for a period of more than six (6) years with the specialty in provision of essential Health Services to the vulnerable population. NIDO major objective is to improve on basic health care to vulnerable communities, increase access to primary health care services, and reduce extreme level of poverty among the needy population while addressing socio-economic related issues affecting population in Upper Nile State such as vulnerable children, women, youths and persons with disabilities in order to make them realize their potentials and true values of human life.

Job summary

The county Health Coordinator ensure sound technical implementation of primary health care activities in the county where he/she is assigned by NIDO CERHSP lot 4 projects.

He /she work in collaboration with the county health department (CHD) by providing expert advice with the specific aim of transmitting knowledge to build the capacity of the (CHD) staff.

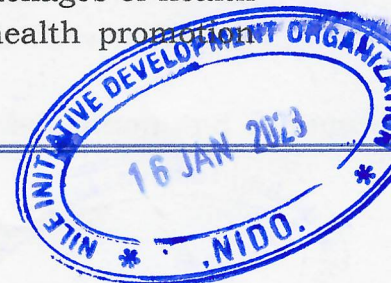
Duties and Responsibilities

1. Include collaboration and coordination and coordination with CHD, community leader and other local stakeholders plan and organized the implementation of PHC as guide by the basic packages of health and nutrition services (CPNS) delivery including health promotion and awareness activities in the county.

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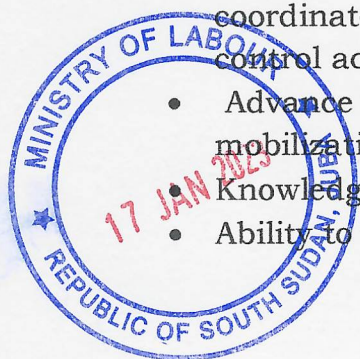
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- 2 In collaboration with CHD team and carry out supervision and support visits to health facilities (HF) (PHCC/PHUs) aimed at identifying opportunities and challenges in the application of MoH-BPHNS policies and guideline.
- 3 Jointly work with CHD team to conduct regular skills training needs assessment and plan training and capacity building activities accordingly.
- 4 Support the CHD in collecting, processing, analyzing, and reporting of routine health information (HMIS) by rendering technical assistance to the relevant officers and stakeholders.
- 5 Provide support to CHD and the HFs in established and maintain a standard supply chain system at all levels based on regular consumption data from HMIS and supervision finding.
- 6 Ensures correct implementation of the BPHNS at CHD, PHCC, PHCU's and community components (Boma Health Initiative-BHI) as well as addressing challenges in collaboration with CHD and all other stakeholders.
- 7 Advice and support the establishment and sustaining the health structure at County Boma/Payam, community and ensuring these respective health committees keep abreast to their roles and responsibilities to maintain good standards of service delivery including initiation of community- based health activities.
- 8 Support the CHD in Human Resource management in the county including recruitment of key health cadres, maintaining up to date HRIS (Human Resource Information System), preparation of staff payrolls using SSEPS tool, and conducting staff appraisals based on the guideline and procedures.
- 9 Support the CHD in planning and budgeting for funds and other resources allocated to the county from Govt. partners ensuring that expenditure and accountability are properly and timely tracked and reported.
- 10 Provide administrative, logistical support to CHD and health committees in organizing outreach activities.
- 11 Represents NIDO in meeting at the county and at Payam level, as and when called upon by local Authority, partners and other stakeholders in the county.
- 12 Prepares and submits progress and monitoring reports periodical (weekly, monthly, quarterly, annual) including overview of the trends in health service uptake and epidemiological (morbidity/mortality) data.
- 13 Attend to other duties as instructed and directed by the line Manager.

Qualifications and Skills

- Qualified health professional Degree in public Health from a recognized institution
- Minimum of three years working experience in similar position preferably with a NGO or relevant government departments.
- Demonstrated ability and affinity to work with CHD, local Authority/health staff to plan, coordinate, implement and monitor improvements in healthcare provision, disease control activities and health prevention and awareness.
 - Advance training skills with proven knowledge of adult education and community mobilization.
 - Knowledge of spoken Arabic and local language is an advantage.
 - Ability to work under remote field conditions.



How to Apply

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b. Shortlisting and interview

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