



CONCERN
worldwide

ENDING
EXTREME POVERTY
WHATEVER
IT TAKES

Monday, 28th September 2026

VACANCY ANNOUNCEMENT FOR PROGRAMME MANAGER-HEALTH & NUTRITION

Concern South Sudan is a non-profit, non-governmental international humanitarian NGO working in South Sudan since 1998. It is dedicated to the reduction of suffering and the ultimate elimination of extreme poverty in the world's poorest countries through the provision of Health & Nutrition, Shelter, WASH and Livelihood activities in the three States of South Sudan.

Concern South Sudan is looking for a suitable candidate to fill the position of **Programme Manager-Health & Nutrition** to be based in **Bentiu, Unity State**.

Job Purpose

The Programme Manager-Health & Nutrition will provide overall leadership, management and technical oversight of Concern's health and nutrition programmes in Unity State, with responsibility for programme quality, clinical and nutrition service delivery, staff and partner performance, and achievement of programme results in Guit and Rubkona Counties. The role will provide technical and clinical support to health facilities, strengthen CHD and facility capacity, and ensure services are delivered in line with South Sudan Ministry of Health guidelines, national health and nutrition protocols, relevant Cluster guidance and internationally recognised standards.

The Programme Manager will work to improve programme coverage, access and quality through regular analysis of service data, field monitoring, supportive supervision and timely corrective action. The role will also represent Concern in Health and Nutrition Cluster meetings and other relevant coordination and planning forums with SMOH, CHDs, UNICEF, WFP, WHO, OCHA and other stakeholders, while contributing to programme development, donor reporting, preparedness and strategic planning.

Main duties and responsibilities

Capacity Building of the CHD and PHCC staff

- Provide technical support to CHDs on delivering key components of the Basic Package of health and nutrition services in Unity State.
- Lead the identification of needs for capacity-building and technical support and develop a capacity-building strategy for health and nutrition facilities staff.
- Train and support CHD department Team/Directors on effective planning, management methodologies, quality health service delivery, reporting, monitoring, supportive supervision, coordination and resource mobilization.
- Organise joint supportive supervision using standard checklists, draw action points from the joint visit and follow up on the implementation of the action points.
- Organize and conduct quarterly review meetings with CHD, SMOH and key stakeholders to discuss the achievements, challenges and plan for the subsequent quarters

Programme Management and Technical Supervision:

- Provide overall leadership and management of Concern's Health and Nutrition programmes in Unity State, ensuring delivery of approved projects within proposals, budgets, workplans and donor commitments.
- Lead regular reviews of programme data, implementation plans, procurement plans, staffing needs and spending forecasts, programme quality and key risks.
- Monitor programme progress against targets, timelines and budgets and ensure timely action on implementation gaps.
- Ensure regular field monitoring of supported health facilities, nutrition sites, outreach services, community activities, field findings and adapt to changing needs.

Health Programme and Clinical Quality

- Provide technical and managerial oversight of PHC services, including outpatient care, maternal and newborn health, IMNCI, BEmONC, communicable disease management, referral services and community health.

Approved
DU-MOZ
Bentiu, Unity State





- Ensure clinical services follow South Sudan Ministry of Health guidelines, national treatment protocols, Health Cluster guidance and relevant WHO standards.
- Conduct regular clinical quality assessments across all key health services areas, supportive supervision and case reviews across supported facilities and outreach services.
- Monitor service utilisation, morbidity trends, maternal and child health indicators, referrals, treatment outcomes and disease alerts and ensure corrective action where required.
- Strengthen clinical practice, including assessment, diagnosis, treatment, infection prevention and control, rational medicine use and clinical documentation.
- Ensure functional referral systems for severe and complicated cases.
- Provide technical mentoring to Clinical Officers, Midwives, Nurses and facility in-charges.
- Support outbreak preparedness and response with CHDs, SMoH, WHO and Health Cluster partners.

Nutrition Programme Quality

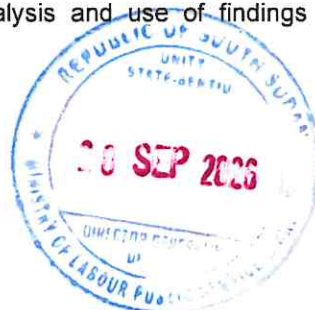
- Provide technical and managerial oversight of CMAM, MIYCN and other nutrition sensitive interventions in line with South Sudan national nutrition protocols and Nutrition Cluster guidance.
- Monitor admissions, cure, default, death, non-response, length of stay, coverage and other key programme indicators and ensure action where performance falls below standard.
- Ensure regular supervision and quality review of OTP, TSFP, Stabilisation Centre and community nutrition activities.
- Strengthen integration of nutrition screening, referral, treatment and MIYCN within PHC and community services.
- Ensure accurate and timely CMAM, NIS and other nutrition reporting.
- Support relevant nutrition assessments, including SMART, SQUEAC and KAP, with the Health & Nutrition Coordinator and MEAL team.
- Coordinate with UNICEF, WFP, CHDs, SMoH and Nutrition Cluster partners on coverage, technical issues and service gaps.

Pharmaceuticals, Medical and Nutrition Supplies

- Lead forecasting, quantification and procurement planning for medicines, medical supplies, equipment and nutrition commodities based on caseload, consumption and programme needs.
- Regularly review stock levels, consumption, expiry dates, losses, stock-outs and pipeline risks across supported facilities.
- Ensure appropriate storage, dispensing, stock control and documentation in collaboration with the Pharmacist, Logistics and facility teams.
- Ensure effective use of the Pharmaceutical Information Management System (PIMS) for timely and accurate recording, reporting and review of pharmaceutical stock, consumption and dispensing data.
- Regularly review PIMS and other pharmaceutical data to identify consumption trends, stock discrepancies, expiry risks and unusual usage, and ensure timely corrective action.
- Ensure supply requirements are reflected in programme budgets and procurement plans, and that significant stock or pipeline risks are escalated promptly.
- Coordinate with UNICEF, WFP, WHO, CHDs, SMoH and relevant Clusters on pipeline gaps, allocations and redistribution.

Programme Coverage, Monitoring and Reporting

- Regularly review programme coverage, service utilisation, caseload trends and catchment populations and identify underserved locations and groups.
- Use programme data, field monitoring, assessments and community feedback to identify service gaps and improve access and quality.
- Ensure timely, accurate and complete collection, verification and analysis of Health and Nutrition programme data.
- Ensure timely submission and quality review of DHIS2, CMAM, NIS, Health and Nutrition Cluster and other required reports.
- Work closely with MEAL to strengthen data quality, analysis and use of findings for programme improvement.





- Ensure significant changes in disease trends, nutrition caseloads, service utilisation or programme performance are identified and acted upon.
- Contribute to high-quality donor reporting, ensuring results, challenges and programme changes are supported by programme evidence.
- Follow up actions arising from assessments, donor monitoring, Cluster reviews and internal monitoring.

Coordination, Cluster Representation and External Engagement

- Represent Concern in Health and Nutrition Cluster meetings at State and County levels and participate in national coordination forums when required.
- Maintain regular coordination with SMOH, CHDs, UNICEF, WFP, WHO, OCHA and other Health and Nutrition actors.
- Ensure Concern's coverage, service gaps, programme achievements and operational challenges are appropriately represented in coordination forums.
- Keep programme teams updated on Cluster guidance, service mapping, alerts, pipeline information and response priorities.
- Contribute to joint assessments, service mapping, contingency planning and inter-agency response planning.

Staff and Partner Management

- Lead, supervise and manage the performance of Health and Nutrition programme staff.
- Ensure staff have clear job descriptions, objectives, workplans and expected results.
- Conduct regular supervision, coaching and performance reviews and address performance concerns promptly based on identify staff capacity gaps.
- Support recruitment, induction and deployment of Health and Nutrition staff.
- Ensure staff comply with Concern policies, Code of Conduct and safeguarding requirements.
- Ensure partner performance issues and agreed corrective actions are followed up.

Programme Development, Budget Management and Donor Compliance

- Contribute to Health and Nutrition proposals, concept notes, budgets and programme modifications based on identified needs and programme evidence.
- Manage programme budgets and regularly review expenditure, forecasts and implementation progress with Finance and Grants.
- Identify and address underspends, over-spends and budget gaps in a timely manner.

Required relevant qualifications and experiences

- Bachelor's degree in medicine, midwifery, nursing, or equivalent qualification; postgraduate qualification in Public Health, Nutrition or a related field is an advantage.
- At least 5 years of progressively responsible experience in health and nutrition programming, including experience managing integrated Health and Nutrition programmes in humanitarian or fragile settings.
- Strong experience in Primary Health Care, maternal and child health, IMNCI, BEmONC, CMAM and community-based health and nutrition programming.
- Demonstrated experience managing programme teams, budgets, workplans, donor requirements and programme performance.
- Experience in clinical supervision, health facility support, programme monitoring and quality improvement.
- Strong experience in data analysis, reporting and use of information for decision-making.
- Experience working with government health authorities, Health and Nutrition Clusters, UN agencies and implementing partners.

Desirable

- Experience with DHIS2, CMAM/NIS and other health and nutrition information systems.
- Experience in outbreak preparedness and response, rapid assessments and emergency programming.
- Experience managing pharmaceuticals, medical supplies and nutrition commodities.
- Experience in proposal development and donor reporting.

Competencies desired:

- Strong leadership and people-management skills.
- Strong analytical, problem-solving and decision-making skills.
- Good clinical and public health judgement.
- Strong coordination, representation and communication skills.
- Ability to work effectively under pressure and in insecure or remote environments.





Strong written and spoken English.

Ability to work independently while maintaining strong coordination with technical and management teams.

CRM Accountability

In line with Concern's commitments under the Core Humanitarian Standard (CHS):

- Actively promote meaningful community participation and consultation at all stages of the project cycle (planning, implementation, M&E);
 - Work with relevant colleagues to ensure that the Complaints and Response Mechanism (CRM) is functional and accessible, that feedback and complaints are welcomed and addressed.
- work with relevant colleagues to ensure that information about CRM, safeguarding and expected staff behavior is disseminated among programme participants and communities particularly for EWEA beneficiaries.

Emergency Response

Concern is committed to responding to emergencies efficiently and effectively to help affected people meet their basic needs, alleviate suffering and maintain their dignity. To this end, when emergencies strike and the South Sudan Programme is to respond, all staff are required to actively participate in the response, regardless of location and contribute to the efforts aimed at achieving the humanitarian objective of the organization.

Safeguarding Concern: Code of Conduct and its Associated Policies

Concern has an organisational **Code of Conduct (CCoC)** with **three Associated Policies; the Programme Participant Protection Policy (P4), the Child Safeguarding Policy and the Anti-Trafficking in Persons Policy, anti-fraud policy, conflict of interest and whistle blowing policy.** These have been developed to ensure the maximum protection of programme participants from exploitation, and to clarify the responsibilities of Concern staff, consultants, visitors to the programme and partner organisation, and the standards of behaviour expected of them. In this context, staff have a responsibility to the organisation to strive for, and maintain, the **highest standards in the day-to-day conduct in their workplace in accordance with Concern's core values and mission.** Any candidate offered a job with Concern Worldwide will be expected to **sign the Concern Staff Code of Conduct and Associated Policies as an appendix to their contract of employment.** By signing the Concern Code of Conduct, candidates acknowledge that they have understood the content of both the Concern Code of Conduct and the Associated Policies and agree to conduct themselves in accordance with the provisions of these policies. Additionally, Concern is committed to the **safeguarding** and protection of vulnerable adults and children in our work. We will do everything possible to ensure that only those who are suitable to work or volunteer with vulnerable adults and children are recruited by us for such roles. Subsequently, working or volunteering with Concern is subject to a range of vetting checks, including **criminal background checking.**

HOW TO APPLY:

1. Interested South Sudanese applicants who meet the above requirements are requested to submit their cover letter, updated CVs of not more than 3 pages, a copy of their nationality ID and copies of educational certificates in a sealed envelope addressed to:
 - Concern HR Department Bentiu (Drop your application to **Concern recruitment box at Log base gate with VSS security guards** or send via email to vacancies.juba@concern.net
 - (Advert is open from **Monday, 28th September 2026 to Thursday, 15th October 2026**)
2. Please complete the summary profile and criminal background check forms when submitting your application
3. The positions is a local recruitment and strictly open to South Sudanese nationals only
4. Please attach your **Labour card** when submitting your application

Disclaimer Clause:

5. Applications will be reviewed on a rolling basis. Concern Worldwide reserves the right to conduct interviews and make an offer before the closing date.
6. Only shortlisted candidates will be contacted and applications submitted will not be returned
7. This job description is not exhaustive and may be revised by the line manager occasionally.

CONCERN WORLDWIDE IS AN EQUAL OPPORTUNITY EMPLOYER AND DOES NOT CHARGE FOR ANY KIND OF RECRUITMENT.

WOMEN ARE STRONGLY ENCOURAGED TO APPLY TO OUR ORGANIZATION. WE CELEBRATE DIVERSITY!!

