

Approved



Catholic Medical Mission Board

Job advertisement Program Director

Director of Labour

Position Title: Program Director
Department: Program
Location: Juba/Field
Reports: County Director
Deadline: July 28, 2023

About CMMB

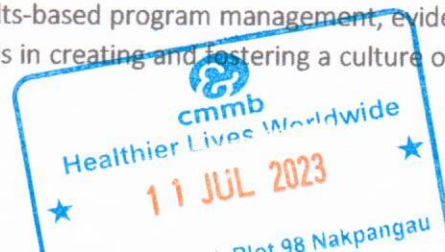
Catholic Medical Mission Board (CMMB) is an international developmental organization that believes in a world in which every human life is valued, and health and human dignity are shared by all. We believe that access to quality healthcare is a basic human right. For nearly 110 years, we have worked with global partners to deliver locally sustainable, quality healthcare solutions to women, children and their communities. For further information on CMMB South Sudan, visit our webpage at www.cmmb.org.

CMMB has been working in South Sudan for over a decade providing a package of integrated health services to vulnerable populations through its Children And Mothers Partnerships (CHAMPS). CHAMPS focuses on redressing issues that affect the health and wellbeing of mothers, children and newborns. CMMB supports the Ministry of Health (MOH), working with other health partners, to provide: (a) a continuum of care through integrated health services (MNCH, nutrition, WASH, Child Protection and GBV) and health infrastructure strengthening at the community, facility, County and State levels; (b) health workforce capacity strengthening through on the job mentoring and training, as well as leveraging CMMB's international volunteer program; and (c) Health Information System strengthening through transitioning from paper based data collection and reporting to more accurate and timely electronic systems, reproducing and disseminating health registers and training of SMOH data clerks. CMMB also promotes equal access to basic essential medicine through its medical donation program. Finally, CMMB supports the MOH in expansion of the Covid-19 vaccine coverage across four States in the Country, and has been particularly successful in increasing uptake, especially among hesitant groups.

Job Summary

The Program Director, reporting to the Country Director, will strengthen the current success, providing overall program strategic leadership and managerial direction to drive program quality for CMMB South Sudan. In collaboration with the Country Director and other members of the SMT, s/he will co-lead the formulation of the Country Office integrated program strategy, as well as provide operational planning, managerial direction and technical oversight to its implementation. S/he will lead and pursue new program opportunities in alignment with the Country Office strategy. The incumbent will have exceptional experience in results-based program management, evidence-based performance management for program quality, as well as proven skills in creating and fostering a culture of collaboration, learning, sharing and knowledge management.

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Partnerships are vital for program efficiency and effectiveness through knowledge sharing and resource mobilization, and therefore are an essential responsibility of the incumbent. A strong political acumen, diplomatic tact and negotiating skills are a must to succeed in South Sudan's complex operating environment. The Program Director is a key member of the Country Office (CO) Senior Leadership Team responsible for augmenting the Country Office governance functions towards a well-defined Country Office strategic vision.

Responsibilities and tasks

1. Program strategic and technical leadership

- As a member of the Country Office leadership team, lead in the implementation of the Country Office Strategic direction, focusing on operationalization of the programmatic components of the Strategic Plan, proactive development of management systems, business process mapping and establishment of internal SOPs, as well as identification of opportunities for strategic partnerships, appropriate funding and resource mobilization.
- Guide Program Managers in the strategic development, planning and implementation of related programs, ensuring the strategic plan focus of integration, prevention and localization are actively pursued, cost effective and the resulting learning and knowledge management institutionalised and shared through different channels with the wider stakeholders, in particular the MOH.
- Proactively monitor and analyse the Strategic plan implementation and lead in the mid-term review, identifying clear achievements, especially in areas of alignment with the MOH, CMMB Global strategy and the SDGs and identify strategic coordination forums to promote a community of practice across health-related programming and lead in evidence-based advocacy on identified joint strategic issues of importance to CMMB.
- Build a high-performing, collaborative program team, including in the sub-offices and provide technical support and advice to ensure adherence with related standards, systems and capacities; creating the space for creative and innovative approaches to ensure effective and high quality services, outputs and outcomes to our clients as well as reporting and information sharing to stakeholders, in a timely and compliant manner.
- Develop and maintain deep understanding of program priorities, challenges, and drivers of success in host communities, actively seeking and listening to the views of communities through a robust feedback and complaints mechanism; ensure that program resources and services are tailored to respond appropriately.
- Provide a strategic interface between CMMB management team and the project managers, as well as CMMB Technical Program Team in HQ and the Program Managers who are accountable for the successful delivery of small, medium and large projects and ensuring that PMD Pro tools are effectively adapted and applied in daily project management.
- Strengthen effective and efficient linkages with the CMMB Operation and HR Teams on matters related to budget monitoring, procurement, cost recovery, audit management and other relevant aspects of program support.

2. Partnership and representation



- Represent CMMB in external meetings, workshops and conferences with partners, donors and the host government as required, strengthening mutual strategic relationships towards achievement of CMMB's strategic goals.
- Streamline CMMB South Sudan's contributions with MOH and other partners' health system strengthening efforts towards equitable access to health service delivery, increased impact and improved capacities among the frontline health workforce in targeted counties, especially hard to reach areas.
- Maintain donor partnerships through effective coordination, influencing and sustainable impact programming as well as marketing and visibility across all Country Office programs.
- Cultivate strategic partnerships with technical institutions such as universities and research groups to support the Country Office in taking up more operational research to enhance our program approaches for better results and inform the wider policies, strategies and procedures.

3. Budgeting and Resource Mobilization

- In collaboration with the Finance Director, strengthen financial management and monitoring of budgets, including budget versus actual monthly reviews, budget realignment requests, as well as monitoring budget performance towards the strategic objectives.
- Working closely with the Country Director, support the development of a funding strategy to diversify and strengthen CMMB South Sudan's donor base.
- Lead the technical design and development of new project proposals including project conceptualization through the theory of change and the log frame, and the technical narrative.

4. Program Workforce Strengthening

CMMB's considers the health workforce as the most important asset of the health sector. CMMB's focus on strengthening the MOH capacity means a majority of the facility-based staff are seconded MOH staff, supported through provision of an enabling working environment, working tools, attractive incentives, mentorship and training opportunities. The Program Director is tasked with, but not limited to, the following workforce management and workforce strengthening responsibilities:

- Ensure establishment and functioning of a strong, effective and coordinated Program team, including day-to-day supervision and management of all direct staff.
- Oversee the recruitment and orientation of new Program staff and assess and strengthen their capacity to deliver on assigned deliverables.
- Support the organization to build a high-performing culture of quality programming in a complex environment.



- Conduct timely individual performance reviews of direct reports, ensuring feedback and support supervision for performance improvement.
- Proactively lead in CMMB's zero tolerance against form of abuse, exploitation, or harm carried out towards rights holders, community members, or adults at-risk Across program areas. Promote integrity, transparency and accountability of CMMB programming to host communities.

5. Qualifications and Competencies.

- A Master's degree in a relevant medical field including medicine, public health, epidemiology, obstetrics and gynaecology, Health Systems Strengthening, and at least five (5) years work experience at a similar level to this position.
- A relevant undergraduate degree and seven years of progressive program management experience in a similar position will be considered in lieu of a Masters degree.

Competencies required include but are not limited to the following:

- Demonstrated leadership and management skills in a complex environment is required; experience working in South Sudan is highly desired.
- Proven experience managing high level programs or systems strengthening programs that support the Ministry of Health as well as community-based programs that deliver quality health services.
- Strong experience managing institutional and UN donor funded programs successfully.
- Skills and abilities to lead or influence coordination meetings.
- Strategic thinker with ability to develop a competitive advantage in a global health context.
- Demonstrates high ethical standards, integrity, good business judgement and financial acumen in fiscal stewardship.
- Ability to work within a fluid and under-developed host country environment.
- Ability to foster a collaborative, high impact team, using judgement, persuasion, coaching and support.
- Willing to travel to program areas within South Sudan, for at least 25% of working period.
- Understands CMMB's vision, mission, and is committed to promoting its values, as well as achieving the Country Office Strategic plan.

How to apply

Please submit your CV and covering letter addressed to CMMB South Sudan at the following email address: CMMBSouthSudanjobs@cmmb.org by latest the 28th of July, 2022. If interested, please apply as soon as possible, as we will be evaluating applications as they come in. We encourage qualified female candidates to apply.

