



## JOB ADVERTISEMENT

**Title: Project Manager-Peacebuilding & Social Cohesion Project**

**Duty Station: Yambio**      **Project Coverage: Yambio and Nzara Counties**

**Project Duration: Four (4) years**

**Reports To: Executive Director**

**Supervises: Five (5) Project Staff**

**Contract Type: 1 year Fixed term (renewable, subject to performance and funding)**

**Applications open: 12<sup>th</sup> February 2026. Application deadline: 3<sup>rd</sup> March 2026**

**Field Office Location: Yambio**      **Start Date: Subject to funding and final approval**



### 1 ORGANISATIONAL BACKGROUND

The Environmental Rehabilitation Programme (ERP) is a national South Sudanese NGO founded in 2007 and registered with the Relief and Rehabilitation Commission (RRC), No. 285. ERP envisions an inclusive and peaceful society free from hunger, injustice, and environmental degradation. Working alongside communities, ERP empowers women, youth, and vulnerable groups to build sustainable livelihoods, strengthen social cohesion, and protect natural resources. Through integrated programming in peacebuilding, food security, protection, and environmental management, ERP delivers locally driven, ethical, and professional solutions. Guided by integrity, Do No Harm, and safeguarding principles, ERP builds resilience, restores dignity, and contributes to lasting peace and sustainable development in South Sudan.

### 2 PROJECT SUMMARY

The organisation is implementing a four-year peacebuilding and social cohesion project in Yambio and Nzara Counties of Western Equatoria State. The project aims to strengthen community resilience, peaceful coexistence, and conflict prevention through inclusive, community-driven approaches. The Project Manager will provide overall leadership and management of the project, ensuring high-quality implementation, strong team performance, effective coordination, and full compliance with donor requirements and organisational policies.

### 3 OBJECTIVE OF THE POSITION

The Project Manager is responsible for the strategic, technical, and operational leadership of the project throughout the full project cycle, ensuring that objectives are achieved efficiently, ethically, and sustainably. The role focuses on people management, systems strengthening, quality assurance, compliance, partnerships, and accountability, while upholding the organisation's values and integrity and safeguarding commitments.



## 4 KEY ROLES AND RESPONSIBILITIES

### 4.1 A. PROJECT CYCLE MANAGEMENT

- Provide leadership across all phases of the project cycle, including start-up, planning, implementation oversight, monitoring, reporting, learning, and closure.
- Translate project objectives into annual and quarterly work plans aligned with approved budgets and timelines.
- Ensure timely, accurate, and high-quality narrative and financial reporting to the donor.
- Lead adaptive management by using monitoring data, learning, and context analysis to inform decision-making.
- Ensure effective risk management, including conflict sensitivity and Do No Harm approaches.

### 4.2 B. FIELD OFFICE LEADERSHIP & MANAGEMENT

- Provide overall leadership and oversight of the Yambio Field Office and project operations in Yambio and Nzara Counties.
- Ensure the field office operates in line with ERP policies, procedures, and internal control systems.
- Coordinate closely with the Finance and Administration Officer to ensure sound financial, administrative, and logistical support to the project.
- Maintain a safe, professional, and respectful working environment for all staff.

### 4.3 C. TEAM BUILDING, SUPERVISION & PERFORMANCE MANAGEMENT

- Directly supervise and support a team of five project staff, ensuring clarity of roles, responsibilities, and performance expectations.
- Lead staff induction, coaching, mentoring, and capacity development.
- Promote teamwork, accountability, inclusion, and constructive communication within the project team.
- Conduct regular performance reviews and address performance issues in line with ERP human resource policies.

### 4.4 D. COORDINATION, PARTNERSHIPS & REPRESENTATION

- Serve as the primary focal point for project coordination at the field level.
- Build and maintain strong working relationships with local authorities, community structures, partners, and other stakeholders.
- Coordinate closely with the KIA Project Manager and technical teams to ensure alignment, complementarity, and synergy.
- Represent ERP in coordination meetings, forums, and stakeholder engagements relevant to the project.

### 4.5 E. QUALITY ASSURANCE & COMPLIANCE

- Ensure project implementation meets agreed quality standards and achieves intended outcomes.
- Enforce compliance with donor rules and regulations, contractual obligations, and reporting requirements.
- Ensure strict adherence to ERP policies, procedures, and internal controls.
- Support audits, reviews, and assessments, and ensure timely implementation of recommendations.

### 4.6 F. INTEGRITY, SAFEGUARDING & ACCOUNTABILITY

- Promote and enforce ERP's zero-tolerance approach to fraud, corruption, sexual exploitation and abuse (SEA), and harassment.



- Ensure safeguarding, child protection, and PSEA principles are understood and applied by all project staff and partners.
- Ensure safe, confidential, and accessible reporting and feedback mechanisms are in place and functional.
- Model ethical leadership, integrity, transparency, and accountability in all aspects of project management.

## 5 REPORTING & WORKING RELATIONSHIPS

- **Reports to:** Executive Director
- **Supervises:** Five Project Staff
- **Works closely with:**
  - Finance and Administration Officer
  - Project Manager and technical teams

### 5.1 REQUIRED QUALIFICATIONS & EXPERIENCE

#### Education

- Bachelor's degree in project management, Development Studies, Peace Studies, Social Sciences, or a related field.
- A master's degree or professional certification in Project Management is an added advantage.

#### Experience

- At least **5–7 years of experience** managing multi-year, donor-funded projects.
- Demonstrated experience in **field-based project management** in fragile or conflict-affected settings.
- Proven experience in team leadership, coordination, and stakeholder management.
- Strong experience in ensuring donor compliance, quality assurance, and accountability.

#### Skills & Competencies

- Strong leadership, communication, and interpersonal skills.
- Excellent planning, reporting, and analytical skills.
- High level of integrity, professionalism, and ethical judgment.
- Ability to work independently and manage competing priorities.
- Fluency in English; knowledge of local languages is an asset.



## 6 DUTY STATION & TRAVEL

The position is based in **Yambio**, with regular<sup>3</sup> travel to **Nzara County** as required.

## 7 HOW TO APPLY

Interested candidates should submit:

- A detailed CV
- A cover letter explaining their suitability for the role
- Send your application to: [erphumanresource@gmail.com](mailto:erphumanresource@gmail.com)
- Hard copy applications can be submitted to ERP offices located in Rock City-Juba, Plot No. 829, Block 4, Tel: +211922500600. Or in Maridi office located at Hai malakia-Maridi Juba road. Tel +211921720414 and in Yambio at Fauna & Flora Compound, Masiya, Yambio, South Sudan
- The deadline for application submission is **3<sup>rd</sup> March 2026**

*This role is suited for a principled, experienced Project Manager committed to ethical leadership, quality delivery, team development, and sustainable peacebuilding outcomes.*

**WOMEN** are highly encouraged to apply.

