



**JOB TITLE:** PROGRAMME MANAGER-FSL

**DUTY STATION:** NYAMLEL, NBeG STATE

**TYPE:** FULL -TIME 9 MONTHS DEFINITE CONTRACT WITH POSSIBILITY OF EXTENSION CONTIGENT TO CONTINUED DONOR FUNDING AND NEED FOR THE POSITION

Concern Worldwide South Sudan programme is an international humanitarian NGO working in South Sudan since 1998. It is dedicated to the reduction of suffering and working towards 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, Central Equatoria State, Unity State, and WBeG State.

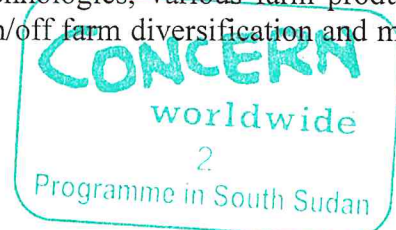
Concern Worldwide is seeking a passionate and dedicated Programme Manager-FSL to join our dynamic team at Concern Worldwide.

#### **Job Purpose:**

The principal objective of the Programme Manager- Food Security and Livelihoods (PM-FSL) is to participate in the development, implementation and monitoring of Concern's Food Security and Livelihoods projects in NBeG. S/he will enhance the programming, manage the Project Officers and oversee the management of the field teams for FSL sector. The PM-FSL will build on and continue Concern's partnership with State Ministries of Agriculture, Forestry, Animal Resources, Fisheries, Tourism and Cooperatives and the various County Departments in both Aweil West and Aweil North counties. The role involves working closely with the Senior Programme Manager in carrying out assessments and leading on implementation of emergency response interventions when necessary.

#### **Responsibility 1 -Programme Development and Management**

- Participate in the development, planning and delivery of Food Security and Livelihoods programme activities funded by various donors (WFP, FAO, BHA, and IAPF) in consultation and collaboration with the Senior Programme Coordinator- FSL and the Area Coordinator.
- Facilitate the development and implementation of field level activities under the integrated model to promote food and nutrition security and build community resilience to the effects of climate extremes.
- Provide technical guidance to field teams on approaches and methodologies to improve agricultural production such as climate smart agriculture technologies, various farm production approaches, research, community-based extension services, on/off farm diversification and market approaches.



- Oversee project quality assurance in accordance with Concern, Donor and Government of South Sudan policies and best practices.
- Participate in cross-sectoral periodic project reviews to assess project progress, capture lessons learnt and adapt programme strategies as necessary in accordance with Concern's results-based management principles.
- Participate in emergency assessments and facilitate development of plans for rapid and appropriate responses in consultation with line management.
- Carry out frequent field visits with the Project Officers (POs) and Assistant Project Officers (APOs). Work with POs and APOs to support and review the performance of field level project activities.
- Provide relevant inputs for the development of South Sudan's Country Strategic Plan and Annual Plans, as required.

### **Responsibility 2-Monitoring and Evaluation**

- Contribute to the strengthening of monitoring and evaluation of Concern's Food Security and Livelihoods Sector in NBeG through participating in and facilitating M&E activities such as baselines, mid-term review, and end of project evaluations, technical visits, assessments and implementing recommendations from such processes.
- Participate in the implementation of the food security Early Warning and Early Action (EWEA) system in programme area and update the programme Coordinator- FSL and Area Coordinator regularly on changes in indicators being monitored on the EWEA.
- Ensure programme delivery is in line with Core Humanitarian Standards (CHS) through 1) Ensuring strong and meaningful community participation throughout the programme cycle; 2) systematically sharing programme information with target communities /key stakeholders; 3) Under the guidance of PD contributing to the rolling out and managing Concern's Complaints Response Mechanism in (CRM) and 4) Contributing to Concern's CHS reporting requirements.

### **Responsibility 3-Reporting and Donor Compliance**

- In collaboration with the Senior FSL Manager and Grants Unit, develop nutrition programme proposals, budgets and concept notes as needed, particularly building on lessons learned from previous programme experience and contribute to multi-sectoral programme proposals.
- Prepare timely and high quality internal and donor reports for the FSL programme, in line with donor requirements (narrative and financial).
- Prepare and share timely FSL programme data as required by the FSL cluster.

### **Responsibility 4-Team management**

- Leadership and direction of Programme team and all programme field operations, administration, logistics, human resource (HR) management and procurement
- Ensure all team members have up to date and relevant objectives and have constructive performance reviews as per Concern's HR policy.
- Day to day team management including working with the project officers to develop their skills in terms of short-term plan development; identifying problems and their solutions; and managing the performance of others.
- Develop team capacity through on-the-job mentoring as well as internal and external training opportunities. Specific areas to consider include building the capacity of the FSL team on technical design and best technical practice, improving the management capacity of the team.
- Ensure team members are aware of core Concern policies and procedures relevant to their work, and with the support of others, carry out regular briefings on these policies, including the P4, security management, accountability etc.



- Ensure that the staff members understand and respect Concern Worldwide policies including Programme Participant Protection Policy (P4) and Code of Conduct (CoC).

## **Responsibility 5-Representation and Coordination**

- Represent Concern at the State Clusters when requested, actively participating in the Food Security State Cluster meetings, and other workshops and meetings.
- Share relevant information in a timely manner with all of Concern's FSL programmes and remain up to date on key Food Security developments in South Sudan.
- Represent Concern with government departments, donors and communities in State and County levels, with the support from the Area Coordinator, as required.
- Work closely with HQ nutrition team as and when require.

## **Person's Specifications**

### **a) Required Education/Training**

- Degree in a relevant discipline: agricultural sciences, rural development, natural resources management and environmental conservation or a relevant social science discipline.

### **b) Desired**

- Master's degree in a relevant discipline: Agricultural Sciences, Rural Development, Community Development and Natural Resources and Environmental Conservation or a relevant social science discipline.
- Experience in emergency responses involving food/cash distributions is an added advantage
- Must possess excellent organizational, representational and negotiation skills, as well as diplomacy and patience
- Excellent computer skills, including hands on experience in using Microsoft word, excel and power-point and email.
- Fluency in written and spoken English
- A team player with good interpersonal, team building and representational skills
- Willingness to undertake additional responsibilities and initiative is critical.

### **c)Experience Required:**

- More than 10 years' work experience in development settings for national/international NGOs in fragile contexts and experience in the management of rural development programmes.
- Experience in implementation of participatory rural appraisal process such community based participatory planning (CBPP), Hazard, Vulnerability and Capacity Assessments (HVCA) processes.
- Experience in Monitoring and Evaluation techniques and project cycle management.
- Experience in networking and working with local authorities, partners, NGOs and UN Agencies.
- Experience in implementing climate change and resilience projects

### **d)Technical Skills Required:**

- Knowledge of the farmer field school approach and technical agriculture skills for crop and vegetable planting and cultivation, pest management and post-harvest handling.
- Rigorous knowledge and skills of implementing climate smart agriculture in the context of rural NBeG state.
- Knowledge of natural resource management and disaster risk management.



- Knowledge of rural micro-finance, particularly in relation to establishment and technical support to VSLAs
- Excellent computer skills, including Microsoft Word, PowerPoint and Excel.
- Excellent communication skills in English.
- Excellent communication skills in Dinka are preferred.

#### e) Skills Desired

- Good analytical, planning and time management skills.
- Capacity building experience, including identification of training needs and training experience.
- Familiar with logistics, HR, Finance, and administrative processes.
- Ability to organize and prioritize workload, using initiative when appropriate.
- Good team player, flexible and capable of working in a politically and culturally sensitive environment with a multinational country team.

#### **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 to contribute to the efforts aimed at achieving the humanitarian objectives of the organization.

#### Others

##### **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 behaviour is disseminated among programme participants and communities particularly for EWEA beneficiaries.

#### ***Safeguarding Concern: Code of Conduct and its Associated Policies***

*Concern has an organizational 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. 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 should submit their application (s) (*cover letter, updated CV, copy of national ID, copies of academic credentials*) in a sealed envelope addressed to:
  - HR Department at Nyamlel field office (applicants in Aweil)
  - HR Department Juba office, located at Goshen House, Gate 2, second floor, (applicants in Juba)
  - Or send via email to [vacancies.juba@concern.net](mailto:vacancies.juba@concern.net) (advert is open from Thursday 23<sup>rd</sup> May 2025 to Friday, 11<sup>th</sup> June 2025, application closing time is 4:00pm CAT)
2. Shortlisted candidates will be contacted and applications submitted will not be returned
3. Do complete the summary profile and criminal background check forms when submitting your application

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.

