



RE-ADVERTISEMENT (INTERNAL & EXTERNAL)

Humanitarian and Development Consortium (HDC) is a South Sudanese national NGO established in 2008, legally registered by Relief and Rehabilitation Commission (RRC) under Reg. No. 137. HDC vision is to empower communities. HDC delivers high-quality programming targeting women, children, and other persons of concern affected by the crises and climate shocks across South Sudan. HDC is implementing a four years' strategic plan with five program pillars; i.e. *Protection, Gender & Inclusion; Peacebuilding and Justice; Food Security and livelihoods; Public & Reproductive Health and Education*. HDC has operational presence across four (4) states (Upper Nile, Jonglei, Central Equatoria, Lakes) and two (2) administrative areas (Greater Pibor & Ruweng) in South Sudan, working with a dedicated team of 320 staff.

HDC has secured a long-term program aimed at enhancing economic resilience among youth and women in urban settings and refugees in the camps, including IDPs and returnees. The program seeks to create sustainable income-generating opportunities and improve access to employment, vocational skills, and entrepreneurship support. Gender equity and inclusion are core pillars of the program. *It is in this framework, that HDC is to recruit;*

JOB TITLE:	Program Manager- Education (1)	Duty station	Juba with frequent visit to the field offices
REPORTS TO:	Head of Program		
CONTRACT PERIOD:	One (1) year with possibility of extension	TYPE:	Full-time
OPENING DATE	28 th April, 2025		
DEADLINE OF SUBMISSION:	19 th May, 2025		
NATIONALITY	South Sudanese		

Job Purpose

The Program manager will report to the Head of Program (HoP). The Program Manager will be responsible for implementation, and provision of technical guidance to project staff and Refugee Led Organizations (RLOs) to implement all educational projects. He/she will be responsible for assessments, planning, implementation, monitoring, capacity building (trainings), reporting and coordination with Consortium partners, UN clusters and local authorities, other key stakeholders and RLOs. The Program manager will ensure that interventions are inclusive, market-driven, and



aligned with the specific needs of young people, women, and refugees, while integrating gender equality into all program components.

Duties and Responsibilities

Leadership & Strategic Oversight

- Provide overall leadership to the educational components of the project, ensuring alignment with project goals and objectives.
- Oversee the (development), implementation, and monitoring of gender-responsive curricula for secondary schools.
- Ensure the project follows the developed Theory of Change ensuring sustainable and impactful results under education. Will be required to provide institutional advice and development for strategic educational sector
- Collaborate with other project stakeholders, partners including government (Ministry of General Education and Instruction, MoGEI) and community leaders, to ensure integrated service delivery.

Program Design & Implementation:

Implement “Pathways to Empowerment for Youth in South Sudan (P2E)” project as per the project design documents and as summarized below to achieve the project outcomes of *“Improved access to alternative and formal secondary education programming for RDP and host community youth”* Realize the first output of *Increased access to formal and accelerated secondary education for RDP and host community youth, especially young women* by;

- Ensuring that the Accelerated Secondary Education Programme (ASEP) curriculum is rolled out and implemented.
- Ensuring that ASEP centers in project locations are established and functional
- Ensuring that that Formal Secondary school streams are fully functional including addressing barriers and provision of scholarships.
- There is a Safe and inclusive environments established for learners.
- Community engagement initiatives and awareness raising campaigns are conducted.

Realize the second output of *Improved quality of formal & ASEP secondary education for RDP and host community youth* by;

- Ensuring Secondary school teachers are supported to deliver quality teaching.
- Ensuring Secondary schools are equipped to deliver quality education for the target RDP and host community populations.
- Ensuring School management structures are empowered to independently manage the schools in professional and sustainable manner.

General responsibilities

- Conduct regular assessments to identify educational needs, gaps, and challenges in the field, informing program planning and implementation.
- Adapt existing curricula or develop new ones to fit the specific context, ensuring relevance and culturally sensitivity.

- Provide training and support to teachers on pedagogy, curriculum implementation, and classroom management, particularly in challenging contexts.
- Advocate for the protection of education and children in emergency situations, ensuring safe learning environments and preventing exploitation and abuse.

Stakeholder Engagement and Partnerships

- Coordinate with local government, private sector actors, vocational training institutions, and NGOs to create employment linkages.
- Represent HDC in NGO, INGO, Consortia and UN FSL cluster meetings, P2E Technical Working group at National and local level
- Strengthen partnerships with women's groups, youth networks, refugee leaders, and community-based organizations.
- Ensure HDCs visibility on relevant FSL platforms and missions including advocacy

Monitoring, Evaluation, and Learning (MEAL)

- Guide the technical direction of M&E approach and strategy: Lead work related to monitoring and evaluation activities of the program
- Develop M&E framework and plans for all FSL projects including baselines, PDMs, End line evaluations and Impact story documentations
- Review project log frame and indicators regularly and suggest changes if required
- Ensure donor contractual requirements are fulfilled, including projects interventions implemented by RLOs
- Provide oversight, training, data management support and guidance on M&E to all FSL project staff
- Submit all required reports in good quality and in timely manner (weekly, monthly, quarterly & donor specific) and in compliance with donor reporting standards and deadlines
- Data collection by using needs assessment, identification of beneficiaries and data collection to be done either via paper forms or through digital equipment.
- Work with the M&E team to develop gender-sensitive indicators and monitoring tools.
- Promote adaptive programming based on evidence and feedback from participants.

Qualifications, Skills and Competencies Required

Educational Qualifications:

- Master's Degree in Education, International Development, or related fields or advanced studies in Education or Gender Studies would be an asset.
- Practical experience in project cycle management, log frame development, proposal writing and donor reporting
- Knowledgeable and experience on market system development, market analysis, TVETs, Business development, including CMDRR
- Good understanding of the cluster coordination system and experience in coordination with various actors

- Practical experience in working with CBOs, Consortiums, youth groups, women groups, and displaced/ refugee populations.
- Strong background in gender-sensitive and inclusive programming.
- Experience in urban development or humanitarian settings preferred.
- Demonstrated ability to lead multi-disciplinary teams.
- Excellent interpersonal and communication skills.
- Strong leadership and organizational skills.
- Fluency in English (spoken and written); knowledge of local languages is an asset.

INTERESTED AND QUALIFIED APPLICANTS:

Interested and qualified applicants can submit their application letters including a CV in English, copies of Nationality and qualification documents, both phone and email contacts details of at least three professional reference (At least one a direct supervisor) to the following email: info@hdcafrica.org before 19th May, 2025. In a subject line of the email, indicate clearly the position you are applying for. For the interested candidates who might have made unsuccessful attempt of submission, you are advise to submit your application documents to the above email provided or to the email on the address provided.

Note: *Only shortlisted candidates will be contacted and original documents will be required by the panel during the interview.*

Safeguarding & Gender Equality-HDC is committed to safeguarding and promoting involvement and participation of communities it serves. The Livelihood Program Manager must actively promote gender equity and inclusion, and uphold the highest standards of ethical and professional conduct in all activities.

NB: Humanitarian and Development Consortium (HDC) has zero tolerance for Sexual Exploitation and Abuse (PSEA) and adhere to safeguarding policy and code of conduct that is enshrined in the prevention of Sexual Exploitation and Abuse (PSEA) which is a mandatory to all the staff employed by HDC.

HDC is an equal opportunity employer and promote gender equality, diversity and strongly encourage Female candidates to apply.

NB: Due to the urgent need to fill the position, HDC recruitment team will continually review the applications upon submission, conduct the interviews and possibly select the suitable candidate even before the deadline. If interested, kindly submit your application as soon as possible.

