



PO Box 144, Juba

South Sudan

executivedirector@solidarityssudan.org

Date: 9/28/2026

SOLIDARITY WITH SOUTH SUDAN

VACANCY ANNOUNCEMENT – CHIEF OPERATING OFFICER (COO)

Location: Juba, South Sudan

Reports to: Executive Director

Employment Type: Full-time

Contract: One-year, renewable subject to performance

Opening Date: 28th September, 2026

Closing Date: 15th October, 2026



Solidarity with South Sudan (SwSS) is a faith-based institution established in 2008 in response to the needs of conflict-affected South Sudan. SwSS operates through its Head Office in Juba and field locations delivering projects in health, education, agriculture and pastoral services. Solidarity with South Sudan is an equal opportunity employer.

The Mission of Solidarity with South Sudan: Solidarity empowers, equips and accompanies people in South Sudan with a focus on women to become dedicated, service-oriented practitioners in primary education, health, agriculture and pastoral services throughout the country. In doing this, Solidarity continues to collaborate with the Sudan and South Sudan Catholic Bishops' Conference.

By developing capacities in people and institutions, Solidarity aims to create a sustainable future in which the people of South Sudan become agents of change in their society, living and promoting the values of the Gospel.

As an inter-congregational collaborative commitment, Solidarity promotes harmonious intercultural living, witnessing to the Gospel.

The Role

SwSS is seeking an experienced, dynamic and results-oriented Chief Operating Officer (COO) with a strong background in international development and donor-funded programme management to support the Executive Director in the overall management, coordination and performance of the institution.

The COO will provide institution-wide operational and management leadership, ensuring effective implementation of SwSS's strategy and multiple donor-funded projects across different sectors and locations, efficient day-to-day operations and strong coordination and accountability across Head Office and field locations.

A key focus of the role will be ensuring that projects deliver agreed results within approved plans, budgets and timelines, and that programme, operational and financial functions



provide timely, accurate and complete information and inputs required for donor reporting and compliance, working in close coordination with the Fundraising Director.

Key Responsibilities

The COO will:

- Drive implementation of SwSS's strategy, annual plans, projects and Board-approved priorities.
- Oversee project implementation across all locations against agreed plans, budgets, timelines and deliverables.
- Oversee day-to-day operations and general administration across Head Office and field locations.
- Provide management oversight of finance, HR, administration, procurement, logistics, assets and other support functions.
- Ensure timely provision and coordination of accurate and complete programme, operational and financial inputs required for donor reporting and compliance, and ensure that operational or implementation issues affecting donor commitments are promptly addressed.
- Strengthen coordination, staff accountability and organizational performance across Juba and field locations.
- Oversee financial and resource management, organizational risks, internal controls and regulatory compliance.
- Monitor implementation of Board, management and audit actions.
- Provide the Executive Director with timely information and advice on project implementation, finances, operations, staffing, risks and organizational performance.
- Support the Fundraising Director in donor engagement and resource mobilisation by ensuring the timely availability of reliable programme, operational and financial information.

Qualifications & Experience

Candidates should have:

- At least a bachelor's degree in Management, Business Administration, International Development, Development Studies, Public Administration, Finance or a related field. A relevant Master's degree or postgraduate qualification in international development, project/programme management, organizational management, finance or a related discipline is highly desirable. Recognised professional qualifications in project/programme management or equivalent demonstrated expertise would be an advantage.
- At least 9 years of relevant professional experience, including at least 6 years in a senior management or leadership role, with substantial experience in international development cooperation and preferably within an international NGO, faith-based organisation or comparable donor-funded organisation.
- Demonstrated experience in managing or providing senior oversight of multiple donor-funded projects/programmes simultaneously, preferably across different sectors and/or geographical locations.

• Strong knowledge of Project Cycle Management (PCM), including project planning, implementation, monitoring, evaluation and reporting, with familiarity with Logical Framework Approach, results-based management, indicators and monitoring frameworks.



- Strong experience with donor-funded programmes and a solid understanding of institutional donor requirements, donor reporting, grant compliance, budgeting, financial oversight and the operational and financial management of restricted funding.
- Proven experience managing multidisciplinary teams and coordinating operations across multiple locations.
- Strong leadership, analytical, communication, problem-solving and stakeholder-management skills.
- Good understanding of governance, internal controls, risk management and regulatory compliance.
- Demonstrated experience coordinating programme, finance, HR, procurement, logistics and administrative functions in support of effective project implementation
- Experience operating in complex, fragile or resource-constrained environments, preferably in Sub-Saharan Africa; experience in South Sudan or the wider East African region would be a strong advantage.
- Demonstrated ability to translate organizational strategy into operational plans, clear responsibilities, timelines, performance indicators and measurable results.
- Strong experience in organizational change, capacity strengthening and the implementation of improved management systems and accountability mechanisms.

Application Instructions

Interested candidates must submit:

- Cover letter
- Updated CV
- Three professional references



By email to: qualityam@solidarityssudan.org and executivedirector@solidarityssudan.org in copy with the position title stated in the subject line.

Applications will be accepted at the Solidarity Office at Hai Jerusalem, Juba Market, next to CRS, from 9.00 – 15.00 hrs, Mon. To Fri.

Application Deadline: 15th October, 2026 at 12.00 noon.

Preference will be given to candidates who have worked for Faith Based Organisations.

Only shortlisted candidates will be contacted.

Note:

Non-Discrimination Statement: "Solidarity with South Sudan is an equal opportunity employer and is committed to providing a working environment free from discrimination of any kind."

Solidarity with South Sudan is committed to safeguarding and promoting the welfare of children and vulnerable adults and expects all those engaged with us have to share this commitment. We have zero tolerance for incidents of violence or abuse against children and adults, including sexual exploitation or abuse.

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