

Job Description

Position:	Country Manager, Somalia
Primary Job Family:	Project Management and Representation
Job location:	Nairobi, Kenya with frequent travel to all parts of Somalia
Line Manager:	Head of Region, East Africa
Duration:	2 years with possible extension
Start of Employment:	March 2024

The Finnish Red Cross is part of the Red Cross Red Crescent (RCRC) Movement, the world's largest humanitarian network with millions of volunteers and staff operating in 190 countries. Our mission is to alleviate human suffering, protect life and health, and uphold human dignity especially during armed conflicts and other emergencies. To achieve this, we follow the seven humanitarian principles: Humanity, Impartiality, Neutrality, Independence, Voluntary service, Unity and Universality.

Background for cooperation

Finnish Red Cross (FRC) has supported Somali Red Crescent Society (SRCS) for decades in humanitarian and development needs. In emergency and health operations and programmes since 1990s through International Federation of the Red Cross Red Crescent societies (IFRC) and International Committee of the Red Cross (ICRC). The focus of the long-term programme cooperation has been on health. Finnish Red Cross is currently supporting through the Integrated Health Care Program (IHCP) in Somaliland, Puntland and South Central bilaterally and engaging SRCS' Health Strategy renewal process for strengthened focus on community health work. The IHCP comprises a network of static and mobile health clinics that deliver a range of critical health care interventions focused on the health and survival of women and children with associated community health interventions.

A new page in the cooperation has turned when Somalia was selected as one of 25 countries for the 'Pilot Programmatic Partnership' (PPP) with ECHO. PPP is a new 3-year funding mechanism coordinated by the IFRC. In Somalia, the PPP includes 3 pillars of intervention: Disaster Risk Management, Epidemic and Pandemic Preparedness and Response, and Cash and Voucher Assistance. Risk communication, community engagement and accountability will be addressed as a cross-cutting theme integrated in the main pillars of intervention. The implementation of the programme will start on May 1st, 2022. The project will be carried out by the Somali Red Crescent Society (SRCS) in partnership with a consortium of partners including Finnish Red Cross, Danish Red Cross and Norwegian Red Cross. The Finnish Red Cross is the leading consortium partner, responsible for the timely implementation and reporting of activities to ECHO through IFRC.

As part of the bilateral cooperation, FRC supports also SRCS National Society Development (NSD) initiatives including strengthening capacities of SRCS branches to be well-functioning and self-reliant. As the country-wide operational context in Somalia continues to be affected by chronic situations of violence, and natural hazard-based disasters such as floods, FRC also contributes to SRCS humanitarian aid operations in cooperation with the International Committee of the Red Cross (ICRC) and International Federation of Red Cross and Red Crescent Societies (IFRC). In addition, FRC, SRCS and the ICRC are engaged on tripartite cooperation to build SRCS institutional communication capacities to ensure acceptance and safer access for SRCS staff and volunteers to affected populations in conflict affected areas.

Role

The main role of the Country Manager position is to facilitate **good partnership and humanitarian and programmatic cooperation** between Finnish Red Cross and Somalia Red Crescent Society for the benefit of most vulnerable population groups – men, women, boys, and girls of all ages, of all backgrounds and abilities, in the country. The Country Manager position provides programme support and overall oversight of the institutional, programmatic, and operational cooperation between the two partner societies. Through **regular managerial guidance, monitoring, facilitation and capacity building**, the Country Manager will contribute to efficient, effective and quality implementation of the ongoing and upcoming programmes and operations in the country, including support to Somalia Red Crescent Society institutional development initiatives.

Main responsibilities

Country Manager will play a key role in ensuring the effective **application of Results Based Management (RBM) mechanisms** and the **mainstreaming of FRC's priority cross-cutting objectives** on community engagement and accountability, gender and diversity, social and disability inclusion, and climate resilience to the cooperation. On the long run, the Country Manager is expected to facilitate partnerships between SRCS and the Organisations of People living with Disabilities as per Finnish Red Cross disability inclusion policy. In these tasks, the Country Manager will receive support from FRC's technical advisers in the Africa region.

Supported by the FRC Regional Finance and Administration Delegate (RFAD) and other relevant FRC staff members, the Country Manager supports the National Society on to ensure **high-impact implementation** of programmes and operations, optimal use of financial resources, high-quality reporting and facilitation of timely and effective technical support from the FRC regional team. Identification and mitigation of risks is an important responsibility of the Country Manager. Country Manager contributes also to the SRCS **National Society Development (NSD) initiatives** in coordination with IFRC and other partners as an integral part of the cooperation.

Being a country-based delegate, s/he will **represent Finnish Red Cross** in the country, network and liaise with Red Cross Movement partners and other relevant stakeholders **and participate in and promote Red Cross Movement coordination** and joint ways of working in all cooperation. Country Manager **follows closely the humanitarian and security situation** in Somalia and seeks actively the ways Finnish Red Cross can provide timely and effective contributions towards SRCS, IFRC and ICRC in their humanitarian endeavours. Country Manager has a key role in **supporting FRC to mobilise resources** for all the Movement members in Somalia, by developing funding opportunities and creating partnerships for increased Movement contribution.

The position requires **ability to travel** mostly in rural areas in Somalia. The person selected is expected to spend considerable time in the region of Somalia, where FRC is providing long-term support for the SRCS Somalia branch project. The Country Manager is expected to build good team relations and work in close partnership with the Somalia Red Crescent Society staff members dedicated to Finnish Red Cross supported programmes and operations. When needed, and as agreed with the line manager, the Country Manager may also provide support for other projects/programmes in other countries in Africa/outside Africa. This could include provision of technical advice, facilitation of workshops or participation in internal reviews.

Specific duties

- Represent Finnish Red Cross in Somalia and network and liaise with Red Cross Movement partners and other relevant stakeholders
- Ensure quality implementation, sustainability and impact of the Finnish Red Cross supported operations and programmes including the optimal use of financial resources and high-quality reporting
- Support SRCS project teams to improve their project, monitoring, evaluation, and reporting capacities, and accountability to affected people
- In consultation and coordination with the FRC Regional Finance and Administration Delegate, support FRC in financial administration of its contributions and help SRCS in monitoring of the budget and financial plans emphasising accurate accounting, authorisation, and internal control procedures

- Be pro-active in the identification of stakeholder or project-level risks and contribute to the country risk management processes within FRC
- Ensure the adoption of community-based approaches, integration of cross-cutting objectives (community engagement and accountability, gender and diversity, disability and social inclusion and climate sustainability) into the programme design and delivery
- Facilitate timely and effective technical support from the FRC regional team, other Red Cross peers when needed and harness learning within and outside of Somalia
- Support FRC to make relevant contributions to SRCS National Society and Branch Development efforts
- Monitor the humanitarian situation in the country and in the areas of cooperation to facilitate FRC's contributions to Somalia Red Crescent Society emergency operations
- Identify funding possibilities, develop new cooperation initiatives, and prepare funding proposals, plans and budgets for such opportunities
- Convene regular country meetings within the Finnish Red Cross to discuss operational and programmatic progress in the country and any emerging issues and help Finnish Red Cross to plan and develop its cooperation with Somalia Red Crescent Society
- Together with the other FRC East African team members, participate and contribute to FRC East Africa strategies and work plans

Target Profile

1. Education

- Master's Degree in development studies, project management or other relevant discipline to development cooperation or humanitarian assistance

2. Experience

- Minimum 5 years of international humanitarian or development experience (NGO, International Organisation or charity) at programme management level
- Experience in a Red Cross/Red Crescent National Society, IFRC or ICRC is an asset

3. Skills and knowledge

- Excellent project and finance management skills including planning, monitoring & evaluation, and reporting of projects
- Experience in FRC-SRCS thematic cooperation areas; health, WASH, protection, gender, and inclusion
- Knowledge of financial monitoring and reporting
- Proven skills in training and developing staff capacities are an asset
- Capacity to work with a wide range of stakeholders and excellent communication skills
- Strongly motivated by humanitarian and development work, and high sensitivity to diversity
- Ability to work under pressure and with multicultural teams in complex and demanding environments
- Work experience in the East Africa region is an asset

4. Languages

- Fluent spoken and written English is required

5. Competencies

- National Society relations
- Flexibility, good negotiation skills and diplomacy
- Teamwork
- Results focused and accountability
- Adherence to professional standards
- Leadership
- Managerial effectiveness

- Capacity to independent work
- Sensitivity to gender, diversity and the principle of do no harm

What we offer you

You will be a part of the world's largest humanitarian organization and multicultural professional team, reaching the most vulnerable people in their local community. We offer you a compensation package according to Finnish Red Cross terms of employment for international delegates. Compensation package includes salary based on your job description, accommodation, insurance package, travel and per diems. You will benefit from a comprehensive training package and receive briefings prior as well as during and after your mission. Medical check-ups and psychosocial support are included in your assignment.