

## Job Description

<b>Position:</b>	Country Manager, South Sudan
<b>Primary Job Family:</b>	Project Management and Representation
<b>Job location:</b>	Juba and Rumbek, South Sudan
<b>Line Manager:</b>	Head of Region, East Africa
<b>Duration:</b>	2 years with possible extension
<b>Start of Employment:</b>	January 2023

*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 been partnering with South Sudan Red Cross (SSRC) since the independence of the country. In recent years, FRC long-term bilateral cooperation with SSRC has focused on Rumbek region, where the second phase of the "Healthier and Safer Communities and Schools in Rumbek" project (2023-2025) will start in the beginning of 2023. The project aims to improve target communities' family health, well-being, and protection.

As part of the bilateral cooperation, FRC supports also SSRC National Society Development (NSD) initiatives including strengthening capacities of SSRC Rumbek branch to be well-functioning and self-reliant. As the country-wide operational context in South Sudan continues to be affected by chronic situations of violence, and natural hazard-based disasters such as floods, FRC also contributes to SSRC 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, SSRC and the ICRC are engaged on tripartite cooperation to build SSRC institutional communication capacities to ensure acceptance and safer access for SSRC 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 South Sudan Red Cross 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 South Sudan Red Cross 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. The Country Manager is expected to facilitate partnerships between SSRC 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 SSRC **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 South Sudan and seeks actively the ways Finnish Red Cross can provide timely and effective contributions towards SSRC, 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 South Sudan, by developing funding opportunities and creating partnerships for increased Movement contribution.

The position requires **ability to travel** mostly in rural areas in South Sudan. The person selected is expected to spend considerable time in the region of Rumbek, where FRC is providing long-term support for the SSRC Rumbek branch project. The Country Manager is expected to build good team relations and work in close partnership with the South Sudan Red Cross 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 South Sudan 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 SSRC 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 SSRC 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 South Sudan
- Support FRC to make relevant contributions to SSRC 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 South Sudan Red Cross 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 South Sudan Red Cross
- 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-SSRC 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.*