

JOB DESCRIPTION

Job Title:	Director
Location:	Juba, South Sudan
Reporting to:	Head of Saferworld's Conflict Advisory Unit
Management responsibility:	Line management of team of 6 in Juba Matrix management of technical experts outside of South Sudan
Type of position:	International position
Grade and Salary:	Grade TBC Competitive INGO salary dependent on experience
Contract terms and hours:	<ul style="list-style-type: none"> • Term of contract: Open, depending on contractual funding and satisfactory performance; funding is secured until 31 December 2023 • Probation: 3 months • Annual Leave: 28 days per calendar year (January-December) in addition to agreed South Sudan public holidays. • Hours: Standard working week is 37.5 hours a week
<p>Background:</p> <p>Saferworld is an independent international organisation working to prevent violent conflict and build safer lives. We work with people affected by conflict to improve their safety and sense of security, and conduct wider research and analysis. We use this evidence and learning to improve local, national and international policies and practices that can help build lasting peace. Our priority is people – we believe in a world where everyone can lead peaceful, fulfilling lives, free from fear and insecurity. We are a not-for-profit organisation operational in 11 countries across Africa, Asia and the Middle East.</p> <p>The Conflict Sensitivity Resource Facility (CSRF), funded by the UK, Netherlands, Switzerland, and Canadian Governments through the Better Aid in Conflict (BAC) framework, is a Saferworld-managed programme that supports the integration of conflict-sensitive principles and practices into donor strategies and donor-funded programming in South Sudan. Conflict sensitivity is a programming approach that emphasises strong contextual analysis and programmatic flexibility to minimise aid's negative consequences and maximise its positive impacts. Conflict sensitivity is particularly important in volatile, conflict-affected contexts where inadequate understanding of conflict and political dynamics can lead to donors and implementing partners inadvertently exacerbating the conflict.</p> <p>The CSRF programme is jointly implemented by a consortium led by Saferworld in collaboration with Swisspeace. The CSRF completed a two-year pilot phase at the end of 2018 and is in its fourth year of a five-year BAC contract, which runs from January 2019 to December 2023. A longer-term sustainability strategy is being developed.</p> <p>The post-holder will be employed by Saferworld.</p>	
<p>Job purpose:</p> <p>The CSRF Director provides high-level strategic leadership for and management of the operations of the CSRF. S/he is expected to use innovative approaches to influence aid actors to integrate conflict sensitivity into their work, maintain positive and productive working relationships with CSRF's donors, as well as other aid actors in South Sudan, and inspire constructive organisational change. The Director will lead a team of six Juba-based staff members, as well as draw on the expertise and experience of highly experienced managers and technical advisors from the consortium partners, Saferworld and Swisspeace. The Director will apply adaptive management approaches and share good practices and lessons learned from CSRF both within South Sudan and internationally.</p>	
<p>Roles and responsibilities:</p> <p>Strategic leadership and direction</p> <ul style="list-style-type: none"> • Lead the CSRF in-country and consortium staff out-of-country in providing high-quality conflict sensitivity advice and support services, based on ongoing analysis and understanding of the context in South Sudan. • Lead in programme planning, implementation, and adaptation for delivering the activities of the CSRF. • Using CSRF's and other facilities' (in Sudan, and Afghanistan) good practices and lessons learned, lead on 	

generating innovative strategies to advance reform across humanitarian, development, and peacebuilding responses to crises/conflicts and contribute to wider systemic change.

Programme, operational and staff management

- Provide line management of (currently) 3 staff members in a total team of 6 (subject to increase depending on scope of work and funding) in South Sudan.
- Inspire team members to internalise, respect, and practise Saferworld's core values; lead and encourage a team culture of learning, sharing, creativity and innovation.
- Manage day-to-day operations of the CSRF in Juba, in coordination with the Saferworld South Sudan Country Programme, Conflict Advisory Unit and Security and Operations teams and ensure delivery of high-quality advisory support services and products.
- Ensure that all staff understand and are able to perform their role during times of crisis as well as stability.
- Actively coach direct line reports to become independent managers leading on initiatives, tasks and representing the CSRF externally and internally.
- Oversee all contract reporting and monitoring, evaluation, and learning requirements, including quarterly finance and narrative reports, and quarterly and annual reviews.
- Provide guidance and maintain collaborative working relationships with consortium partner Swisspeace and other CSRF partners, including South Sudanese partners.

Financial and budget management

- Provide financial oversight to ensure compliance with donor and organisational policies and procedures across CSRF services.
- Act as budget holder for the CSRF budget(s), overseeing all programme expenditures and financial reporting in line with Saferworld's organisational policies and procedures and in coordination with the finance teams in Juba and London.

Representation and stakeholder relationships

- Build and maintain positive and productive relationships with the core donors (UK, Switzerland, Canada and the Netherlands) on the BAC Management Committee and their strategic implementing partners, as well with a broad range of influential actors within the aid system in South Sudan (such as humanitarian, development and peacebuilding NGOs, donors and multilateral organisations, as well as policy influencers and academics).
- Represent the CSRF on the Management Committee and report to the committee, as per the agreed schedule.
- Represent the CSRF at external meetings in South Sudan or internationally, including with donors and implementing partners who are interested in or targeted by the CSRF, and including with UN agencies involved in triple/humanitarian, development, peace (HDP) nexus programming.
- Raise the CSRF's profile among the donor community and international partners in South Sudan and internationally as appropriate, making the case for continuing strategic and financial investment in conflict-sensitive approaches when addressing South Sudan's protracted crises.
- Manage communications with the Government of the Republic of South Sudan (GoSS) regarding the purpose and activities of the CSRF and maintain positive and productive relationships with the GoSS institutions targeted by the BAC Management Committee as secondary recipients.

Safety, security, and risk management

- Ensure optimum safety of CSRF staff, consultants and partner staff in Juba as per agreed policies and standards and use any information/learning to guarantee safety of staff.
- In collaboration with the South Sudan Country Director and Safety & Security Coordinator and Global Security Advisor, ensure the safety and security plans for CSRF are regularly reviewed and updated, and ensure that all staff (including CSRF staff, consortium partners, and consultants) fully comply with the policies and procedures contained therein.
- In collaboration with the South Sudan Country Director and Safety & Security Coordinator, engage with safety and security stakeholders in the UN, NGO Forum, other security organisations, including private companies, to keep abreast of ongoing security developments.
- Maintain a risk analysis and review and update regularly; ensure safeguarding risks, and other risks associated with fraud, bribery, money laundering, and reputation of Saferworld are mitigated and managed.
- Be aware of and manage any potential conflicts of interest that may arise between the CSRF and Saferworld's broader South Sudan country programme, or the activities of South Sudanese or consortium partners.

Cross-consortium and cross-organisational relations

- Actively identify and facilitate collaborative approaches to positive conflict-sensitive practice with Saferworld and Swisspeace staff and programmes, donor funding partners, and other South Sudanese actors.
- Coordinate the inputs of colleagues, notably the conflict sensitivity and research advisers from Saferworld and Swisspeace, and colleagues from the South Sudan country programme team in Juba, and the Conflict Advisory Unit, policy, advocacy, programme support communications, finance, operations and human resource teams in London.
- Support the sharing of lessons, analysis and skills development opportunities between CSRF staff and other Saferworld staff in South Sudan, and if appropriate in other Saferworld programmes, including the CSF Sudan and the ACSM.

Key working relationships:

- **CSRF Consortium** – coordinate with and oversee the CSRF relationship with consortium member **Swisspeace**.
- **Saferworld country programme staff in South Sudan** – coordinate, where appropriate, with the Country Director, Operations Manager, Finance Manager, HR Manager, and Safety & Security Coordinator.
- **Saferworld Regional and HQ staff** – work closely with the Conflict Advisory Unit, Policy, Advocacy, Communications, Finance, Operations, Security, and HR teams.
- **Donors** – develop and maintain close working relationships with CSRF donors (UK, Netherlands, Canada and Switzerland) and cultivate strong working relationships with other donors in South Sudan.
- **UN Agencies, INGOs, NNGOs** – develop collaborative relationships with other humanitarian, development and peacebuilding organisations working in South Sudan on conflict sensitivity issues or on the South Sudanese context more broadly.

Scope and accountability

Decision making and limits of authority	<ul style="list-style-type: none"> • Decisions relating to overall strategic direction of the programme, in consultation with the CSRF Steering and BAC Management Committees • Decisions relating to priorities for the CSRF team in the identification and delivery of agreed CSRF quarterly deliverables
Financial resources	<ul style="list-style-type: none"> • Oversight and management of £8.1 million budget over 5 years (with potential to increase)
Other resources	<ul style="list-style-type: none"> • Responsible for and in custody of Saferworld equipment, such as Laptops, Thuraya satellite phone, etc.
People management	<ul style="list-style-type: none"> • Line management of team in Juba
Legal, regulatory and compliance responsibility	<ul style="list-style-type: none"> • Ensure CSRF staff, consultants and visiting consortium members comply with Saferworld's policies and procedures, including HR, Finance, and safeguarding policies • Ensure that CSRF activities are compliant with donor requirements and regulations.

Person Specification:**Knowledge, qualifications and experience**

- Master's degree (or proven equivalent experience) in international relations, political science, conflict, justice or security studies, or a related field or bachelor's degree in a relevant subject with significant field experience
- Proficient understanding of discourses on conflict sensitivity, conflict prevention, conflict early warning and early response, peacebuilding, governance, gender and inclusion, climate change and environmental degradation, rule of law and nation-building, and of the international policy environment in which these issues are addressed
- Deep knowledge and experience of navigating the international aid system, including understanding of current humanitarian reform processes, the Sustainable Development Goals (SDG), triple nexus/humanitarian-development-peacebuilding (HDP) framework, and localisation agendas
- Knowledge of South Sudan and donor programming in South Sudan
- Manager with significant proven experience managing and overseeing multi-sectoral programmes for development, humanitarian and/or peacebuilding/conflict prevention organisations in conflict-affected contexts
- Experience of leading and mentoring multi-cultural teams in a constantly changing environment
- Experience of working with multiple organisations / consortia
- Demonstrated capacity in designing and delivering successful organisational change, or solving complex issues, through analysis, definition of a clear way forward, and ensuring buy-in, internally and externally
- Experience of living and operating in complex conflict-affected environments and of managing crisis situations requiring quick changes to programme and operational priorities and rapid response
- Experience of implementing a humanitarian, development and/or peacebuilding programme in a conflict-affected context
- Proven experience of building personal and professional networks and relationships at senior level and with donors, governments, and international and national civil society, including influencing conflict sensitivity practices
- Proven experience of quality control and efficient delivery of programme outputs and timely reporting to donors
- Excellent understanding of and experience in programme, financial/budget, and operational and HR management processes
- Experience managing delivery of UK-led, and/or multi-donor-funded programmes in challenging contexts
- Experience of managing safety and security needs in a challenging and unstable security environment
- Previous experience working in/on South Sudan and/or the region is highly desirable

Skills and abilities

- Exceptional communication skills, verbal and written, especially in a multi-cultural and multi-linguistic context and targeting a variety of audiences, including donor and multilateral/UN agencies, government, and international and national NGOs
- Ability to engage in policy and strategic discussions on peacebuilding, humanitarian, recovery and development interventions
- Excellent analytical and strategic thinking skills, including on conflict and/or governance analysis, M&E and lesson learning
- Technical expertise in conducting capacity-building on conflict sensitivity highly desirable
- Facilitation and training skills highly desirable

Personal qualities

- Commitment to and compliance with Saferworld's safeguarding principles
- Commitment to respect and value equality and diversity, and understanding of how this applies to own area of work
- Commitment to own continuing personal and professional development
- Commitment to the vision, mission and values of Saferworld
- Commitment to improving international engagement in conflict-affected contexts and sharing experience-based ideas as to how this can be achieved
- Commitment to localisation, shifting power, and decolonising aid agendas

Other requirements

- Travel to sub-national and remote locations in South Sudan to areas recently affected by violent conflict may be required
- Occasional travel in the East Africa region

Application process

- Download and complete an application form at <http://www.saferworld.org.uk/jobs/jobs> and send to Marie Aziz at jobs@saferworld.org.uk (Ref: CSRFD 22)
- OR
- Drop hard copy of your application form at Saferworld office, Off Addis Ababa Road, Opposite Quality Hotel, Behind South Sudan Bureau of Standards, Hai Cinema, Juba

Deadline for applications: 18 August 2022

We only accept completed application forms; please do not send your CV.