

Zonal Program Manager, South Sudan

Location: [Africa] [South Sudan]

Town/City: Kuajok

Category: Field Operations

Job Type: Fixed term, Full-time

***Please submit your CV in English.**

PURPOSE OF THE POSITION:

The Zonal Programme Manager (ZPM) provides strategic leadership and day to day management to all the field programming in the the assigned zone to support World Vision strategic priorities and imperatives, to ensure that designated goals and objectives of the WVI, donors and targeted puplations are met. The ZPM leads the assigned zonal program team in the development, effective implementation the projects, oversight and evaluation of all programing with emphasis on programme integration, resource acquisition and quality control as well as staff development. The Zonal Program Manager will serve as the field-level representative for all World Vision programs, ensuring coordination and information-sharing mechanisms are in place.

KEY RESPONSIBILITIES:

Ensure Operational Effectiveness:

- Manage a portfolio of multi-sector grants to ensure they end on-time, on-target, within budget, and meet the highest quality reporting standards.
- Ensure proper coordination with support sectors , departments and QA to promote information sharing, effective implementation.
- Take measures to ensure that all projects are adequately supported.
- Develop a culture of Excellence with regards to the planning and implementations.

Lead Operational, Programmatic Planning, Implementation and Monitoring:

- Develop growth strategy detailing sectorial opportunities and geographical demarcations for future growth.
- Spearhead integrated programming , proposal development, and monitoring plans.
- Support adherence to key humanitarian standards and sectors standards.
- Cultivate an atmosphere of trust for the creation and delivery of high quality, effective and accountable programming.

Foster Internal and External Engagement:

- Ensure WV engagement with government and donors, promoting WV leadership when possible.
- Develop strategic networks enabling World Vision to leverage a collective voice in favour of children and their families, communities and partners.
- Promote WV leadership at key government and coordination meetings/forum.
- Foster a spirit of engagement with other agencies to promote better coordination and partnership.

Ensure Systems are in place to promote Audit Compliance and Good Stewardship:

- Ensure all key policies and procedures are in place and followed.
- Promote efficient use of ministry resources and monitoring systems which promote good stewardship.
- Ensure awareness of, and full compliance with, donor and Support Offices requirements, including the timely submission of quality reports.
- Champion the implementation of Audit recommendations.
- Lead identification and resolution of challenges.

People Management and Capacity Building:

- Ensure quality staff are attracted, retained and developed in the organization.

- Ensure there is a clear staff retention and succession plan in place, especially for local staff.
- Effectively line manage and coach the Project Managers/Technical Specialist, ensuring a shared vision, team work, effective communication and active engagement in decision-making and management approaches.
- Support recruitment process ensuring of inclusion of qualified team.

KNOWLEDGE, SKILLS AND ABILITIES:

- Advanced degree in International Development/Humanitarian Emergencies Studies, NGO leadership or related discipline (with proven experience of project /program management).
- Security training such as Hostile Environment Awareness Training (HEAT) by a reputable agency desirable.
- At 10 years' experience in relief and development, of which 5 must be at a senior management level in complex/protracted emergencies and recovery operations.
- Proven ability to manage a large and diverse program portfolio with multiple donors.
- Familiarity with EU, USAID, DFID, DFAT and UN partners requirement, grant compliance and procedures.
- Willingness to assume other project tasks as required.
- Capacity to provide solid leadership and decision-making skills for efficient and effective program implementation.
- Strong problem solving, interpersonal and negotiation skills.
- Knowledge of humanitarian industry including sphere standards, NGO code of conduct and humanitarian charter.
- Experience in staff security and safety management for humanitarian organizations in complex and insecure environments is a must.
- Very strong organizational, management and communication skills.
- Proven financial, logistics and procurement management skills.
- Proactive problem-solver able to unravel and solve multiple complex challenges.
- Ability to work in high tension and high security risk situations and be able to adapt to rapidly changing contexts.

- Working experience in fragile contexts is strongly desirable.
- Excellent English communication skills (both oral and written). Knowledge of Arabic is an added advantage.

Preferred Skills, Knowledge and Experience:

- At least 7 years experience in relief or development programming with at least 3 years in a managerial role.
- Partnering skills to negotiate, co-create and coordinate.

Work Environment/Travel:

- Field-based position, requiring an ability to maintain performance expectations in psychologically stressful environments and physical hardship conditions with limited resources.
- Cross-cultural sensitivity, flexible worldview, emotional maturity and physical stamina.