

# COUNTRY DIRECTOR SOUTH SUDAN

JOB DETAILS	
<b>LOCATION:</b> Juba, South Sudan	<b>CONTRACT TYPE:</b> Fixed Term for two years
<b>INTERNAL JOB GRADE:</b> Oxfam International Country Director B1	<b>DEPARTMENT and TEAM</b> <b>Oxfam in Africa and South Sudan Programme</b>
<b>SALARY:</b> Unaccompanied position In line with Oxfam international's pay range. Core benefits. Global benefits for internationally relocated candidates only.	<b>HOURS (FTE):</b> Working hours are subject to the location
<p><b>FLEXIBLE WORKING</b></p> <p>We believe flexible working is key to building the Oxfam of the future, so we're open to talking through the type of flexible arrangements which might work for you</p>	
<p><b>COMMITMENT TO DIVERSITY AND INCLUSION</b></p> <p>We are committed to ensuring diversity and gender equality within our organization.</p>	
<p><b>DEPARTMENT PURPOSE:</b></p> <p>Oxfam in South Sudan is part of Oxfam in Africa (OIA). OIA embraces all the Oxfam stakeholders' entities (countries, clusters, advocacy offices and affiliates) on the continent and seeks to enable and enhance impact through collaboration and integration.</p> <p>Oxfam in Africa will deliver Oxfam's impact and Influence in Africa. The plural and robust leadership team will represent the different Oxfam stakeholders in the continent. It will include the Oxfam in South Africa (OZA) Executive Director (as the only affiliate currently in the continent and the new ones will be included in due time), the Country Directors, SAF Cluster Director from the programmes in Africa who will be leading on specific themes / priorities within Oxfam in Africa and the Africa Platform Senior Leadership Team (SLT).</p> <p>There will be collaboration with the North Africa cluster specially on the influencing work but no direct management relationship.</p>	
<p><b>TEAM PURPOSE:</b></p> <p>Oxfam has been working in South Sudan since 1983, devoted to empowering people against poverty. In 2015 the organisation consolidated its efforts to meet the needs of the most vulnerable and has reached over 1.2 million people across South Sudan with life-saving sustainable assistance. The Oxfam Humanitarian Development programme currently operates through 12 field bases in the former Jonglei State (5 bases), Unity State, Upper Nile State, Western Bahr El Ghazal State, Lakes State, the Central Equatoria State, Eastern Equatoria State, and Upper Nile State.</p> <p>Gender justice programming is a mainstream in all the work we do, and standalone gender justice projects are being developed. Oxfam works in partnerships where possible and aims to increase the number of women's rights organizations partnered to 40% by end 2021.</p>	

Oxfam works with local partner organizations in South Sudan to fight inequality, and to end poverty and injustice. Oxfam is responding to emergencies to help people survive immediate short-term crises, such as drought and conflict, and also works long-term to help provide more sustainable solutions to inequality, poverty, and injustice.

**JOB PURPOSE:**

The Country Director oversees the Country budget and leads a Senior Management Team (SMT) of 8 staff who together with circa 304 staff work with partners to address urgent humanitarian needs in multiple areas, while also tackling the root causes of poverty by helping people make a decent living and adapt to and survive climate change. The Team also works to empower youth, women and girls in all our programs and ensure women and youth can advocate for their rights and participate in making policies that affect their lives.

<b>ROLE REPORTS TO</b>	Oxfam in Africa Deputy Director
<b>ROLES REPORTING TO THIS POST</b>	<ul style="list-style-type: none"> <li>• Director of Programmes</li> <li>• Director of Business Support</li> <li>• Compliance Manager</li> <li>• Advocacy and Campaigns Manager</li> <li>• Health and Safety Advisor</li> <li>• Safeguarding Advisor</li> <li>• Gender Coordinator</li> <li>• Business Development Manager</li> </ul>
<b>BUDGET RESPONSIBILITY</b>	Approximately 40 million GBP (may vary depending on humanitarian response).

**Dimensions**

- Required to develop long-term vision and strategic planning to achieve significant impact from major programming in South Sudan.
- Helps shape the strategy in the country.
- Represents Oxfam corporately and manages and influences significant and high-profile external relationships with key stakeholders in country.
- Provides leadership including setting and leading the delivery of programmes and/or team objectives.
- Plans and manages human and financial resources and processes of SMT.
- Decision-making is strategic and operational with a high degree of judgement based on specific problem-solving experience, drawing on a range of external and internal factors.
- Works autonomously with significant financial, human resource, security and representational responsibility.
- Is the key decision maker/responsible person for the country.
- Assists the OI Africa Directorate in the formulation, organisation and delivery of high-level lobby and advocacy as well as active participation in lobbying and advocacy. Leads the alignment of programmes with Oxfam priority campaigns and ensures effective harmonisation of planning and management.
- Provides necessary support for the formulation of fundraising plans and ensures proper reporting and accountability internally and external to multilateral and bi-lateral funders as per guidelines

**KEY RESPONSIBILITIES (Technical, Leadership, People and Resource management)**

**Strategic Leadership**

- Provides vision and direction for the country programme.
- Leads on developing and implementing the country’s strategic plan, and operating model in alignment with the Africa Strategy and Horizon 2 Plan.
- Provides strategic leadership and management of Oxfam’s program in the country including all development, and humanitarian programming to maximise our influence and impact.

- Accountable to the Oxfam in Africa Deputy Director for the delivery, effective management and monitoring, evaluation and learning of the programme against the annual budget and plan.
- Accountable to the OI Advisory and Strategic Group for strategic oversight, programme accountability.
- Ensures overall leadership of disaster preparedness, emergency programming, mitigation and management including humanitarian response activities for Category 1 / 2 / 3 emergencies.

#### **Programme Development and Management**

- Manages the Country Leadership Team and Line manages the work in the country: staff, budget, funding, and programme.
- Ensure that programme development of coherent integrated programs consistent with the context and priorities of the country strategy and invests in the growth needs and skills of the program
- Creates and supports an environment which results in strong partnerships, government relations, knowledge sharing and innovation.
- Works with the OI Advisory and Strategic Group to ensure that strategy is created and implemented seeking out and maintaining new funding sources to support program implementation.
- Works closely with other affiliates with strong interest in the country to develop and deliver high quality programmes.
- Plays an active role in drawing on learning from across Oxfam and external sources and sharing evidenced based learning with others.

#### **Engagement and Representation**

- Leads on building relationships with donor, national government departments and authorities, peer organisations and partners for visibility and influence.
- Representing Oxfam and the country programme globally within Oxfam and in global spaces where engagement on South Sudan and East Africa.
- Builds influential relationships and is committed to developing networks for impactful change.
- Able to navigate through difficult circumstances within the civil society sector and maintain Oxfam's position on its values and principles.
- Position Oxfam as a go to organisation on humanitarian, development and policy matters in South Sudan.

#### **Operations Oversight**

- Ensures that the HR Management in the Country is in line with Oxfam Human Resource Policies and procedures including but not limited to the Code of Conduct, Safeguarding, Security and Health and Safety.
- Accountable for all donor relations and contract management in the country.
- Accesses and uses shared services appropriately and responsibly where applicable.
- Ensures compliance with the INGOs operating requirements as per the South Sudanese laws and guidelines.

## **PERSON SPECIFICATION**

**Most importantly, every individual at Oxfam International Secretariat needs to be able to:**

- Live our values of **INCLUSION, ACCOUNTABILITY, EMPOWERMENT, COURAGE, SOLIDARITY and EQUALITY** (read more about these [here](#))
- Ensure you commit to our **ORGANIZATIONAL ATTRIBUTES** (including adhering to the Code of Conduct):

1. Be committed to our [feminist principles](#), and to applying them in your day-to-day behaviour and your work. Be ready to keep learning, with accountability to those who experience oppression as a result of their identities, such as their gender, race/ethnicity, disability, class, or LGBTQIA identity."

2. Be committed to undertaking Oxfam's safeguarding training and adhering to relevant policies, to ensure all people who come into Oxfam are as safe as possible.

## EXPERIENCE, KNOWLEDGE & COMPETENCIES

### ESSENTIAL

- Self-Awareness
- Relationship building
- Influencing
- Strategic Thinking and Judgment
- Technical Skills, Experience & Knowledge

### In addition:

#### Management and Leadership

- A high degree of self-awareness and an understanding of how to drive and support excellent team performance and individual development in line with Oxfam's values and policies.
- Proven track record of leading and motivating multi-disciplinary, geographically remote teams and operations across several locations
- Significant senior leadership and management experience in the development and delivery of programs, external relations, and humanitarian strategy, with and through partners or directly, in one or more challenging locations.
- Experience of managing complex change processes and relationships involving a wide range of both internal and external multi-cultural stakeholders across a variety of disciplines and geographical areas.
- Demonstrable understanding of both long-term development, resilience and humanitarian contexts and application of humanitarian principles.
- Proven track record of success in representing an organization with partners, government agencies, private sector organizations, media, and donors at senior level: nationally and globally.
- Proven track record of strong relationship-building with government leaders and agencies.
- Proven track record of success in influencing.
- Excellent written and verbal communication skills to motivate, influence and negotiate.
- Finance and Funding-. Ability to maximize fundraising from diverse institutions, both local and international. High level financial and asset management skills to steer the operational budget across several locations.

#### Representation and Communication.

##### Strategic Analytics

- Ability to manage the development of, and contribute to, the high-level analysis of factors driving poverty, marginalization, and vulnerability in developing country contexts. The ability to 'think politically' understanding motivations, pressures, power dynamics and challenges faced by colleagues, partners, decision makers and other actors; and the ability to generate effective strategies to influence them.

**Proven analytical skills, with the ability to be:**

- Able to take and manage calculated risks based on evidence-based assumptions.
  - Able to think strategically, to maximise adaptability and agility.
  - encourage forward thinking, new ideas and learning from experience beyond the country program context while acting within a global framework.
  - Good level of IT literacy and an understanding of how new developments in technology can positively contribute to the aims of an INGO.

**Risk**

- Experience of managing security, risk, and legal compliance within an INGO context.
- Proven track record of making sound judgements in uncertain and pressurised situations.

**Travel**

- Ability to travel away from home, often to remote programmatic sites within the country (up to 30%).

**Languages**

- Proficiency in English

**Other Key Attributes**

- Committed to a rights-based approach including an active commitment to putting women's rights at the heart of all we do as well as the rights of other marginalized people in all aspects of an organization's work.
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- Live our values of INCLUSION, ACCOUNTABILITY, EMPOWERMENT, COURAGE, SOLIDARITY and EQUALITY
- Ensure you commit to Oxfam's Organizational Attributes (including adhering to the Code of Conduct)
- Be committed to Oxfam's feminist principles, and to applying them in your day-to-day behaviour and your work. Be ready to keep learning, with accountability to those who experience oppression as a result of their identities, such as their gender, race/ethnicity, disability, class, or LGBTQIA identity."
- Be committed to undertaking Oxfam's safeguarding training and adhering to relevant policies, to ensure all people who come into Oxfam are as safe as possible.

**SAFER RECRUITMENT:**

***Oxfam is committed to preventing any type of unwanted behaviour at work including sexual harassment, exploitation and abuse, lack of integrity and financial misconduct; and promoting the welfare of children, young people and adults. Oxfam expects all staff and volunteers to share this commitment through our code of conduct. We place a high priority on ensuring that only those who share and demonstrate our values are recruited to work for us. Offers of employment will be subject to satisfactory references and appropriate screening checks, which can include criminal records and terrorism finance checks.***