



FFI / Bucknell University

Country Manager, South Sudan

“In the past century FFI has consistently saved species from extinction and protected habitats from destruction. Their solutions have always been practical, efficient and sustainable in local circumstances.”

Sir David Attenborough,
FFI Vice-president

Fauna & Flora International

Fauna & Flora International (FFI) saves species from extinction and habitats from destruction, whilst improving the livelihoods of local people. Our guiding principles are to work with and alongside local partnerships, act as a catalyst for change, make conservation relevant and base decisions on sound science. Founded in 1903, FFI is the world's longest established international conservation body; our conservation work, and impact, spans the globe.

Africa Programme

Working closely with local partners, FFI's Africa Programme currently supports operations in 13 countries in West, Central, East and Southern Africa, and is implementing a range of projects focused on both terrestrial and marine species and habitat conservation, biodiversity planning, protected area management, institutional development and capacity building, sustainable use and community-focused wildlife management initiatives.

To achieve its mission in Africa, FFI uses different approaches to work with and alongside local partners to focus on the sustainable use and management of natural resources as a means to effective conservation in the long-term. In all its projects in Africa, FFI seeks to:

- Build and support local partnerships with African conservation and community development organisations
- Strengthen institutions to bring sustainability and added value to projects
- Maintain long term presence and relationships
- Reconcile conservation goals with the needs of local people
- Incorporate sound science in decision-making

South Sudan Programme

FFI has worked in partnership with the Ministry of Wildlife Conservation and Tourism and communities in Western Equatoria since 2010 to lay the foundation for improved management of three protected areas – Southern National Park and Bire Kpatuos and Bangangai Game Reserves – as anchors for broader environmental management, development, and stabilisation goals. FFI has utilised decades of experience in conflict-afflicted countries to manage through South Sudan's often fraught political and security situation, enabling us to maintain an almost continuous presence on the ground with strong support from government and communities. FFI's long-term vision is to ensure that there is a network of functioning protected areas that safeguard crucial habitat and biodiversity for the benefit of the people of South Sudan and the region.

The Opportunity

FFI is seeking a highly experienced conservation professional to fulfil the role of Country Manager, South Sudan, assuming responsibility for the development, management and implementation of FFI's growing South Sudan programme.

The successful candidate will have experience in providing technical input into the design, development, implementation and evaluation of biodiversity and conservation projects within conflict affected countries in Africa. They will also demonstrate a strong proven track record in operational, project, grant and financial management at a similar level and be skilled in providing strategic advice.

Strong leadership and people management skills are essential to the role to build and lead a professional team that delivers effectively against project aims, objectives and timelines. The role also requires a skilled and credible communicator, who is confident in developing and managing relationships at senior level with partner organisations and relevant stakeholders, including donors, funders and government.

Terms and Conditions

Start Date:	As soon as possible
Duration of Contract:	Two-year, fixed-term contract
Probation Period:	Six months
Salary Range:	USD 50,000 – USD 60,000 per annum, dependent on experience
Location:	FFI's office Juba, with regular travel to FFI's office in Yambio and project sites. International travel to FFI's office in East Africa and/or FFI's head office in Cambridge, UK may be required
Benefits:	For international appointments, FFI expatriate benefits will apply: <ul style="list-style-type: none">• 25 working days annual leave entitlement• Medical insurance• Annual return flight home• Relocation flight on commencement of employment (if applicable)• Repatriation flight on termination of employment (if applicable)• Provision of accommodation• Rest and Recuperation (R&R) package• This is an unaccompanied position
Hours of Work:	This is a full-time position, working 40 hours per week Monday to Friday inclusive. These hours may vary depending on the requirements of the job when travelling in the field.

Job Description

Job Title:	Country Manager, South Sudan
Reporting to:	Senior Programme Manager, Eastern Africa (SPM-EA)
Line manages:	Landscape Manager, Western Equatoria, South Sudan

Operations Manager, South Sudan

Key internal relationships: Africa Regional Team (UK)
Finance Business Partner, Eastern & Southern Africa (UK)
Cross cutting teams, Operations, Development and Communication teams (UK)

Key external relationships: The Country Manager will represent FFI and routinely liaise with identified national and local government agencies, communities and community-based organisations, civil society organisations, international and national partner NGOs and for-profit entities, academic institutions, funders and donors, representing the values and interests of FFI at all times.

Purpose:

The Country Manager will be responsible for the effective development, management and implementation of FFI's South Sudan Programme. With an excellent knowledge of conservation and a forward-thinking approach, the Country Manager will provide excellent technical and operational leadership to both the FFI team and partners. The Country Manager will represent FFI in South Sudan and also have overall responsibility for ensuring full compliance with both local laws and regulatory frameworks, donor requirements and FFI internal policies and procedures.

Specific Duties:

Programme Management

- Maintain oversight of, and accountability for required legal and financial administration processes, registrations and insurances to ensure the legal compliance of FFI's operations in South Sudan
- Act as the legal representative of FFI in South Sudan, as appropriate
- Ensure effective administration of FFI's operations in South Sudan, including development and implementation of in-country systems, policies and procedures, that accord, to the extent possible, with FFI institutional systems, policies and procedures and Delegation of Authorities

Programme Development and Fundraising

- In line with FFI's organisational strategy, lead the design, implementation and management of the South Sudan programme
- Assess changes in the external operating environment and conservation sector, keeping the SPM-EA informed and updated, and if required ensuring these changes are reflected in the country approach
- Contribute to raising the profile of FFI within country, strategically networking with government agencies, donors and other national and international agencies encouraging a broad understanding of FFI
- In collaboration with the SPM-EA, ensure that the South Sudan programme and all projects are well resourced, and have credible future pipeline options, including but not limited to:
 - Developing, inputting to and at times leading project concepts and proposals, in line with approved strategic plans
 - Identifying and developing opportunities to raise funds for projects

Partnership Support and Development

- Ensure effective collaboration within FFI networks and collaborators including government ministries and wildlife authorities, local and international NGOs, civil society groups, corporates and small community-based organisations (CBOs)
- As agreed, provide development and capacity support to identified FFI partners, to ensure those partners are risk minimal and receive the long-term capacity required to deliver a joint conservation vision

Operational leadership and management

- Oversee, or where relevant manage, all grants in line with FFI and donor requirements
- Ensure that projects and funds remain within the remit of their initial design, budget and proposal and prepare any amendments when necessary
- Provide sound technical advice on all aspects of programme delivery and management
- Assume overall responsibility for the country programme's monitoring and evaluation of projects
- Ensure that all FFI policies and procedures are adhered to at all times
- Be accountable for full compliance with donor contracts including all terms and conditions and reporting requirements
- Be responsible for ensuring the identification, minimisation and management of safeguarding issues and risks and the implementation of safeguarding priorities and good practice for the South Sudan programme

People leadership and management

- Manage and lead the country team within a clear performance management framework, promoting a culture of high performance, continuous improvement, positive communication and teamwork
- Create an environment of sharing, learning and empowering within the team
- Ensure appropriate and inclusive staffing structures are in place, while playing an active role in key recruitments to ensure these structures are adequately filled
- Ensure full compliance to all local labour laws, and social security and tax requirements of South Sudan
- Interpret and apply all FFI's HR policies and terms and conditions consistently and effectively, and in line with the DoA and ensure that all staff are aware of and comply with these
- Ensure that the SPM-EA and UK HR are aware of all liabilities arising from labour law that might impact staff and budgets
- Assume overall responsibility for ensuring compliance with safeguarding requirements and good practice for the South Sudan programme

Financial and budget management

- Be accountable for the financial management of the entire country programme
- With support from the Finance Business Partner, develop the annual institutional budget for South Sudan and ensure expenditure stays within budget
- Ensure the required financial controls are in place and are implemented
- Ensure operations are cost effective through regular review of resource usage, and that there is a team culture of cost effectiveness
- Ensure all assets are maintained and insured, and records such as an asset management register and vehicle maintenance and use logs are kept

Safety and Security

- At all times, be aware of the security situation in South Sudan and its impact on both FFI staff and project activities
- Fulfil the leadership role when safety and security risks are identified, taking appropriate action to ensure staff safety at all times
- Ensure the development and updating of both Security and Health & Safety policies and procedures, ensuring compliance with national and institutional policies and procedures
- Ensure a risk register is regularly updated and communicated to the SPM-EA
- Undertake an annual (and as required) review of the country programmes security plan and ensure the mitigation of any identified risk
- Ensure compliance to FFI Travel Policies and Procedures when business travel is necessary

Other

- Effectively manage internal communications and external communications
- Perform any other tasks that may be requested from time to time that are appropriate to skills and experience, including broader representation of FFI and its Programmes
- As a member of the wider Africa team participate in Africa team meetings, communicate effectively with the wider team and contribute to regional programme planning and monitoring

Person Specification

	Essential	Desirable
Skills	<ul style="list-style-type: none">• Excellent programme leadership and people management skills, with ability to motivate and performance manage individuals to achieve excellence• Excellent project management skills with proven experience in project design, development, implementation, monitoring and evaluation• Excellent financial management and numeracy skills, including budgeting and reforecasting• Strategic planning skills• Technical conservation skills• Excellent verbal communication and networking skills, with ability to present, negotiate and persuade at all levels with confidence and credibility• Strong written communication skills, including report and proposal writing• Fluency in English (spoken and written)• Strong prioritisation and time management skills, ability to work to multiple deadlines• Confident and proficient in the use of MS Office	

<p>Knowledge and experience</p>	<ul style="list-style-type: none"> • Substantial professional experience in conservation programme management with a particular focus on the implementation of sustainable and holistic solutions • Substantial experience of strategic thinking, including identifying, analysing, problem solving and responding to opportunities and challenges and the ability to translate into practical plans of action • Proven programme development and fundraising record, with experience nurturing and managing donor relationships and securing substantial funding • Significant experience of the financial management of multi-million USD or equivalent budgets, including preparing financial projections, general financial management and reporting • Understanding and experience of the statutory and regulatory frameworks within which to operate • Working with government agencies, communities and community-based organisations, partner NGOs and for-profit entities • Managing teams to deliver complex projects • Building capacity, training and/or mentoring for more effective conservation action • Working in areas of current unrest, or in post-conflict situations, and/or in dealing with situations arising as a result of wider unrest/conflict. 	<ul style="list-style-type: none"> • Degree or equivalent qualification in conservation biology or a related discipline • Experience of public speaking and communicating to the media • Relevant experience in conservation approaches to ensuring human rights, working with and through partner organisations and local communities, financing mechanisms including carbon payments, conservation offsets and conservation policy • Relevant experience in South Sudan • Substantial experience of managing security and developing and overseeing emergency preparedness plans as it relates to staff and programme activities • Long-term experience living and working in remote locations with limited resources and amenities, and content to live in such conditions again for extended periods
<p>Behavioural qualities</p>	<ul style="list-style-type: none"> • Commitment to FFI's values and mission • Commitment to organisational and legal compliance and the responsible management of donor funds • Commitment to inclusive programme of work at national and global levels • Output-driven • Rigorous and diligent approach to work • Ability to work under pressure • Ability to lead the programme independently in a remote setting with logistical constraints • Ability to represent FFI in politically sensitive or unsettled contexts • Team player, demonstrating ability to seek out and harness the views and contributions of others 	

	<ul style="list-style-type: none"> • Ability to build positive personal and organisational relationships • Ability to work in a multi-cultural environment • Flexible and respectful of colleagues in approach to work 	
Other	<ul style="list-style-type: none"> • Willingness and ability to travel regularly and at short notice within South Sudan • Willingness and ability to travel internationally when required 	<ul style="list-style-type: none"> • Full driving license and willingness to drive in South Sudan

FFI Values

Values underpin who we are and how we act. Just as values shape who we are as individuals, they define us as an organisation, creating the culture of success for which FFI is renowned. Our people exemplify our shared values, which are interconnected and interdependent:

- We act with integrity
- We are collaborative
- We are committed
- We are supportive & respectful
- We get things done

How to Apply

Applications should consist of the following:

- Covering letter explaining why you are applying, relating your experience and skills to the role
- Full CV
- Contact details for two referees (who will not be approached without your permission)

Applications should be submitted electronically to africajobs@fauna-flora.org

Please mark your application '**Country Manager, South Sudan**' and indicate in your covering letter where you saw this position advertised.

The closing date for applications is **Sunday, 21st August 2022**. Interviews will likely be held during the week commencing **29th August 2022**.

Regrettably, due to limited resources and the high number of applications we receive, we are only able to contact short-listed candidates. If you do not hear from us within four weeks of the closing date, please assume that you have not been successful on this occasion.

Applicants with Disabilities

FFI encourages applications from individuals with a disability who are able to carry out the duties of the post. If you have special needs in relation to your application, please contact Jade Bedwell, HR Advisor, FFI, on Tel: +44 (0)1223 749044 or Email: jade.bedwell@fauna-flora.org.

FFI values diversity and is committed to equality of opportunity