



Country Director – Sudan, Khartoum

Location: Sudan, job based in Khartoum, with regular field trips to Darfur.

Duration: 1 year renewable, starting in June 2019 (one month is necessary to complete the visa procedure)

Conditions: Salaried contract, gross monthly salary from €2,500 to €2,800 according to experience, monthly per diem €480, medical coverage of 100% + repatriation insurance + provident fund, accommodation, international and local transportation as part of the mission, break every 3 months. More information on www.trianglegh.org, under "Participate".

Family duty station: to be discussed according to experience and context evolution in Sudan.

Presentation of TGH

"Actor in a sustainable and shared solidarity"

Founded in 1994, TGH is a French international solidarity organization based in Lyon. The association designs and implements emergency, rehabilitation and development programs in the following sectors: water, hygiene and sanitation, civil engineering, food security and rural development, socio-educational and psychosocial. TGH is currently operating in 10 countries in Africa, Europe, Asia and the Middle East.

Presentation of the mission

TGH is present in Sudan since September 2003, and opened its first project for the victims of the Darfur crisis in one of the IDPs camp in West Darfur (Riyad camp of Geneina) in June 2004. TGH has since extended its activities in West Darfur and Central Darfur, implementing its projects through 5 operational bases (Geneina in West Darfur; Bindizi, Um Dukhun, Golo and Zalingei in Central Darfur). All projects are coordinated from Khartoum main office. TGH currently works in the fields of water and sanitation, hygiene promotion, NFIs/Shelters, education, food security and livelihood.

TGH's strategy in Darfur consists in shifting gradually and where appropriate to more development-oriented programming, while maintaining the capacity to provide humanitarian assistance when needed.

Ongoing operations include:

- The strengthening of food security and livelihood, through distribution of agricultural inputs, promotion of farming best practices, sustainable natural resources management, development of income generating activities and targeted food distribution.
- Construction and rehabilitation of water supply systems and sanitation services, hygiene promotion and capacity building of community based committees and local authorities in WASH services sustainable management.
- Emergency assistance to people affected by population displacement and natural disasters (provision of Non Food Items- NFI, safe water facilities, emergency sanitation and hygiene promotion for disease control).
- Supporting the improvement of the education environment through local educational actors capacity-building, distribution of small equipment and educational material, rehabilitation of education facilities.

TGH is currently funded in Sudan by a set of different donors: SHF, ECHO, EUROPEAID, USAID, IOM (RRF), UNICEF, AFD and CIAA.

Job description

Under direct supervision of the HQ-based Desk Officer, the Country Director has overall responsibility for TGH's operations in Sudan, and the mission's 100 staff. He/she directly supervises 5 expatriate coordinators (administration-finance, logistics, grants manager and 2 heads of program) and 5 field coordinators, based in Darfur.

The main responsibilities include:

General supervision of the mission

- Represent TGH in Sudan, in particular with national authorities, national project partners, donors, humanitarian coordination mechanisms, UN agencies and other INGOs
- Ensure compliance with Sudanese laws, procedures and regulations applicable to the INGOs working in the country
- Ensure an appropriate level of visibility of the organization with the national and local authorities, as well as with donor representatives in the country
- Monitor and analyze the political, humanitarian and socio-economic context
- Based on this analysis and in collaboration with Headquarters, contribute to the mission's strategy, the identification of funding opportunities, and the design of new projects
- Ensure efficient internal coordination at mission level and with HQ
- Ensure efficient distance management between Khartoum and Darfur bases

Programs

- Ensure overall coordination, follow-up and quality of 10 ongoing projects over 5 bases in West and Central Darfur (Geneina, Zalingei, Bindizi, Um Dukhun, Golo)
- Support the Program Coordinators in the implementation and follow-up of the activities as necessary
- Coordinate the production of quality and timely donor reports (narrative and financial)

Fundraising

- In coordination with the HQ-based desk officer and technical advisers, identify and actively pursue new funding opportunities
- Coordinate and/or conduct assessment and exploratory missions

Security management

- Monitor the national and Darfur contexts, and maintain regular communication with HQ
- Oversee the regular updating of the mission's security, evacuation and medical plans
- Ensure in particular that internal guidelines on field trips to Darfur are regularly reviewed, adapted to the context and strictly enforced
- Ensure that TGH is fully included in the existing security information and coordination mechanisms, such as UN and French Embassy
- Manage security incidents and crises, in coordination with HQ

Human resources and support departments

- Plan and participate in the recruitment of expatriate staff
- Ensure performance management for staff under direct supervision according to the internal guidelines
- Ensure the full respect of the administrative, financial and logistics procedures
- Supervise the implementation and periodic review of the national HR policy and strategy, in collaboration with the Administrative Coordinator and the HQ-based HR department

This list of responsibilities could be modified according to the needs.

Security, working and living conditions

Based in Khartoum, the Country Director will perform regular short-term missions to Darfur bases. Security situation in Darfur is very variable from place to place and period. Field-visits are authorized when security conditions allow it. The movements to the field-bases are ensured by UNHAS.

Current social context in Sudan, especially in Khartoum, can lead to temporary tightened security procedures (movement restrictions, etc.).

Health risks are limited and there is little prevalence of malaria or other diseases in Khartoum. Quality medical services are fully available in Khartoum.

The mission in Khartoum has an office/ guesthouse of a significant size (4 floors) providing adequate separation of work and living space. Individual accommodation is optional. Communication means are good (efficient internet, international phones).

Khartoum enjoys different places for extra-professional activities: markets (souk), swimming pools, gardens, access to cultural sites out of Khartoum. The social life is rather rich.

There are daily flights to regional and Europe destinations and expatriates go out of the country every 3 months for breaks.

Profile

- At least three years of experience with a humanitarian NGO in a coordination position
- Good knowledge of the humanitarian environment (NGOs, UN, main donors)
- Good communication and writing skills in English and French
- Proven ability to fundraise and write project proposals
- Experience in project management
- Good security management skills, experience in challenging security environments
- Good knowledge of MS Office pack
- Good knowledge of accounting or financial management in a NGO context
- Ability in successful team management and capacity building
- Strong interpersonal skills and demonstrated ability to work effectively on a team and to lead a team of specialists from a range of fields
- Autonomy and rigor. Developed skills for work organization and tasks prioritization
- Capacity to represent TGH at high level coordination meetings with different stakeholders
- Experience of Arabic or Muslim countries and knowledge of Arabic language a distinct advantage

Application

Please send your resume and cover letter to the following address: recrutement@trianglegh.org for the attention of Alexandra Bourdekas, Human Resources Manager.