



IMA WORLD HEALTH

VACANCY ANNOUNCEMENT

POSITION DESCRIPTION

POSITION TITLE:	Country Director – (1 Position)
Job ID:	3583670
LOCATION:	Juba, South Sudan
REPORTS TO:	Managing Director, Africa Business Unit
CONTRACT DURATION:	9 Months renewable depending on funding and performance



Organizational background

IMA World Health, which is part of Corus International, has been present in South Sudan since 2008. Corus International is the parent of a family of world-class organizations working to deliver the holistic, lasting solutions needed to end extreme poverty once and for all. We are a global leader in international development, with 150 years of combined experience across our brands. Our nonprofit and for-profit subsidiaries include IMA World Health and its fundraising brand Corus World Health, Lutheran World Relief, CGA Technologies, Ground Up Investing, and Farmers Market Brands. In South Sudan, Corus operates under IMA World Health. Our more than 800 employees around the globe are experts in their fields and dedicated to helping the world's most vulnerable people break the cycle of poverty and lead healthy lives. At Corus we believe that good only grows stronger and we reflect that belief in our workplace culture. We value every employee's specialized area of expertise and nurture professional growth. We promote an engaging and supportive work environment, where employees feel enabled and driven to innovate, learn and collaborate. And because our subsidiaries often function as partners, our employees have the opportunity to work across our enterprise family. Corus is committed to diversity, equity and inclusion in our worldwide workplace, and we believe that social justice and respect for the human dignity of every person are fundamental to all we do as an organization.

Position Description

The Country Director (CD) is the senior leader and official representative for IMA World Health in South Sudan, based in Juba. Country offices serve as the foundation and infrastructure on which Corus' subsidiaries implement programs, projects, and activities, and serve to represent Corus and its subsidiaries at the country level. The CD's primary responsibility is to oversee a high quality and compliant program portfolio with an annual budget of over \$10 million. The CD is responsible for representing Corus International in the country with relevant networks, peer organizations, local communities, the host government, and donor agencies; supporting the growth of the country program; managing to approved budgets; ensuring vigilance and compliance with company, donor, and host country laws and regulations; leading security decision making, communications and protocols; and providing direction to country staff in alignment with Corus International's



vision and organizational strategy. While based in Juba, the CD will travel regularly to Corus project offices in various states

Major Responsibilities:

Networking, Partnership, and Country Representation (30%)

- Serve as IMA's high-level representative to USAID, the government of South Sudan, other donors, peers, and multinationals, technical agencies, and other participating organizations on behalf of the country program.
- Initiate, strengthen, and maintain excellent relationships with public and private partners, donor agencies, host government authorities, UN Agencies, donors, peer organizations, private sector actors, local partners, and other key strategic audiences.
- Keep abreast of, and report on social, political, environmental, and economic trends to the country, regional, and HQ levels.
- Identify and develop relationships with people, organizations and institutions that can enrich and build country programs and help achieve Corus' strategy. Participate in relevant networks, forums, and other coordination and learning spaces.
- Represent Corus International to authorities, donors, peers, and other key strategic audiences at all levels.
- Ensure compliance with host country's requirements and regulations.
- Coordinate with Global Relationships and Resources (GRR) on organization-wide fundraising efforts, constituent engagement efforts, and related information requests.

Leadership and Management (30%)

- Lead the country's Senior Management Team (SMT) and the country team.
- Provide overall management and programmatic oversight and lead staff duty of care for Corus International country staff.
- Ensure compliance with all organizational and donor policies and procedures at the country level.
- Serve as ethics liaison in coordination with the HQ-based enterprise risk management team.
- Account for security of personnel and assets in country; liaise with security focal point for staff and programming.
- Raise critical issues to the Managing Director level and engage and communicate key information to the country, regional, and HQ levels, representing the country office across the organization.

Strategy and Knowledge Development, Implementation, and Oversight (20%)

- Provide overall strategic and technical guidance to Country staff related to implementation of projects in accordance with project agreements to ensure objectives and deliverables are met within the required timeframes and budgets. Where necessary, ensure preventive and corrective action is taken using an Adaptive Management model.
- Facilitate and ensure country program alignment with Corus technical and growth strategies.
- Develop and execute annual budgets and forecasts and ensure that budgets are spent fully, effectively, and on time.
- Identify and coordinate training needs and implement, with support from HR, professional development ladders for country staff.
- Optimize workplace efficiency and collaboration through the establishment and implementation of information sharing protocols that address time zones, cultural norms, and communication barriers.

Business Development Strategy & Growth (20%)

- Work with the HQ- Business Development and Africa Business Unit teams to develop and implement a Business Development action plan.
- Support the expansion of the country program portfolio: CD will assertively and strategically position for and pursue new sources of institutional and foundation/private donor funding, in alignment with agency strategy and priorities and in consultation with Managing Director and Business Development.
- Participate in discussions of new business opportunities and in the development of proposals, in coordination with the Business Development and Technical Business Units



- Coordinate with Global Relationships and Resources (GRR) on organization-wide fundraising efforts, constituent engagement efforts, and related information requests.

Supervisory:

- This role supervises 6 direct reports.

Education and Experience:

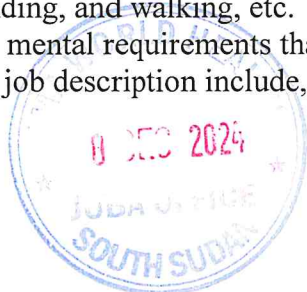
- Master's degree preferred, plus a minimum of 10 years of experience or equivalent combination of education and experience.
- Experience leading and managing a professional and support staff in a multicultural, multi-linguistic
- Demonstrated experience directly managing a budget valued at \$15 million+.
- Technical expertise in Global Health and/or Global Food Security and Resilience and integrated/cross-sectoral programming.
- Demonstrated experience in the design, management, implementation, monitoring, and evaluation of INGO health and/or livelihoods programming.
- Demonstrated oversight of program management staff comprised of 50 or more staff.
- Professional maturity required: Maintains a positive outlook, motivates self and team to work constructively under pressure. Responds resourcefully when challenges arise and accepts responsibility for actions, learning and change. Arrives at work and appointments on time.

Knowledge, Skills and Abilities:

- Significant programmatic and technical knowledge about humanitarian/emergency response and international development in South Sudan and specific knowledge of country required; prior work experience in South Sudan required.
- Knowledge of UN, USAID, WB, FCDO, and other bilateral and multilateral funding agencies, and private foundations, and in particular their funding priorities, proposal guidelines, procurement, and reporting procedures.
- Strategic planning and integration: Demonstrates the knowledge and capacity to foster development of a common vision. Identifies a path to meet strategic goals by developing short and long-range plans that are appropriately comprehensive, creative, realistic and effective in meeting goals. Exhibits leadership in integrating planning efforts across work units.
- Decision-maker: Demonstrates excellent interpersonal skills. Capable of directing and managing change, inspiring teamwork and fostering high performing teams.
- Analytical thinking: Builds a logical approach to address problems or opportunities; manages the situation at hand by drawing on own knowledge and experience base and calling on other references and resources as necessary. Approaches analysis with an unbiased, impartial view.
- Flexibility: Willing to work long hours, sometimes in challenging, remote field contexts where the workload will require the CD to be online after official business hours to provide support on ad hoc requests and issues.
- Oral and written communication: Clearly and effectively expresses ideas, thoughts and concepts verbally and in written or graphic form, using correct and appropriate grammar, organization and structure, and effective presentation media and techniques. Ability to use appropriate media and approach to present ideas formally to individuals or groups with required impact.
- Language: English. Proficiency in other international or regional languages will be an advantage.
- Proficiency in Microsoft Office applications including MS Word, Excel, PowerPoint.
- Deep commitment to Corus International's mission, vision, and values strategy, including capacity strengthening of national staff and local partners.

Physical and Mental Requirements

- The physical requirements that may be needed to execute responsibilities may include bending, standing, and walking, etc.
- The mental requirements that are essential to satisfactorily executing the responsibilities outlined in this job description include, but not limited to: learning new tasks, comprehending, and retaining



information, completing tasks independently, effectively communicating verbally and in writing, demonstrating proficiency in using computer software to perform assigned tasks.

Other Duties

This job description is not designed to cover or contain a comprehensive list of activities, duties, or responsibilities for the position. Duties, responsibilities, and activities may change at any time with or without notice. All positions are required to perform any additional tasks assigned by the supervisor. Global positions that are bound by contracts will not be changed without notice and approval.

Working Conditions, Travel, and Environment

- While the Country Director is based in South Sudan, this position must be able to travel as required for standard domestic and international business purposes. Travel to all satellite offices in the country is required. While performing the duties of this job in different locations, the employee may be exposed to precarious settings under high security risks and/or very basic living conditions and outside weather conditions, as well as to infectious diseases.
- If applicable, you must have authorization to work in the country of assignment.

Diversity, Equity, Inclusion and Zero Tolerance to Abuse

As a member of the Corus Family, each employee is expected to:

- Help develop and maintain an environment that welcomes and develops a diverse workforce.
- Foster a work environment where everyone feels valued and included.
- Objectively support all employee evaluations and promotion processes based on skills and performance, not on gender or ethnicity.
- Promote a safe, secure, and respectful environment for all members of the Corus family: stakeholders in general, and particularly for the communities we serve.
- Follow Corus' Code of Conduct, helping to prevent any type of abuse including workplace harassment, sexual abuse and exploitation, and trafficking in persons, including by promoting the freedom to report cases.
- Adhere to the Organizational Core Values

APPLICATION INSTRUCTIONS:

Interested candidates who meet the above conditions should forward their CV and covering letter (which should include the contact details for at least three professional references from previous employers to the Human Resource Office IMA World Health through <https://www.applicantpro.com/openings/corus/jobs/3583670-33259>, or hand delivery to IMA World Health Juba Office. **Deadline for submission is Thursday January 2, 2025, by 5 pm** South Sudan Local time.

IMA World Health prohibits discrimination and harassment of any type and affords equal employment opportunities to employees and applicants without regard to race, color, religion, sex, age, national origin, disability status, protected veteran status, or any other characteristic protected by US or International law.

