

JOB DESCRIPTION.

Job Title:	Head of Conflict Sensitivity Facility
Location:	Khartoum, Sudan
Reporting to:	Sudan Country Director/Head of Conflict Advisory Unit
Management responsibility (if applicable)	Line management of 4 staff members
Type of position:	we will accept applications from both national and international candidates
Grade and Salary:	A competitive INGO salary
Contract terms and hours:	9 months (with possibility of extension)

Background

Saferworld is an independent international organisation working to prevent violent conflict and build safer lives. We work with local people affected by conflict to improve their safety and sense of security, and conduct wider research and analysis. We use this evidence and learning to improve local, national and international policies and practices that can help build lasting peace. Our priority is people – we believe that everyone should be able to lead peaceful, fulfilling lives, free from insecurity and violent conflict.

We have a strong thematic focus to our conflict prevention work prioritising: people’s security and access to justice services; gender norms that cause and perpetuate violent conflict; the impact of external conflict drivers including weapons flows; conflict-sensitive political, economic, development, and security engagement; and inclusive and accountable governance and peacebuilding processes. We work in or on more than 25 countries and territories; we currently have regional and country programmes in Central and South Asia, the Caucasus, Eastern Europe, the Horn and Great Lakes regions of Africa, and the Middle East and North Africa. We have been working on and in Sudan and South Sudan since 2008, including on issues of community security, small arms control, and conflict-sensitive development.

Saferworld is beginning implementation of a one-year pilot project aimed at supporting the integration of more conflict sensitive practices into the policies, practices and programmes of aid actors and donors in Sudan. It draws upon Saferworld’s extensive experience of supporting similar processes in a range of contexts (e.g. the Conflict Sensitivity Resource Facility in South Sudan), coupled with our deep contextual knowledge and long-term, established relationships with Sudanese civil society from across the country.

The project is funded by the UK and will support individuals and organisations to develop a deeper and more nuanced understanding of the context within which they are operating, with the aim of ensuring that interventions do not aggravate conflict and instead maximise their potential contribution to peace. It will support aid actors to do this by **providing high-quality analysis, technical advice and capacity building**, and by **supporting lesson learning and the sharing of knowledge** about complex conflict issues in Sudan. The approach will be informed by continuous consultation with a wide range of local and international actors, and will adopt a flexible, iterative and adaptive approach. It is intended that the pilot project will transition into a multi-year facility, opening the door to a longer-term posting.

Job purpose:

The Head of Facility will provide strategic leadership for and manage the operations of the CS Facility. Activities are expected to be mainly based in Khartoum, Sudan with regular travel to other Sudanese regions and occasional international travel as necessary. Key functions are:

- Strategic leadership and direction
- Programme, operational and staff management
- Financial and budget management

- Representation and beneficiary relationships
- Safety, security and risk management
- Relevant partner and donor relations

Key Areas of Responsibility:

1. Strategic leadership and direction

- Lead the Conflict Sensitivity Facility in-country, ensuring it is providing high-quality conflict-sensitivity advice and support services, based on ongoing analysis and understanding of the context in Sudan
- Lead in programme planning and implementation and M&E processes for delivering the activities of the facility, coordinating with Saferworld's Country Team
- Coordinate internal collaboration and coordination with other teams within Saferworld, including the Conflict Advisory Unit, Global Policy and Advocacy, Communications and Finance teams in London.

2. Programme, operational and staff management

- Provide line management of facility staff and additional consultants.
- Inspire team members to internalise, respect, and practice Saferworld's core values; lead and encourage a team culture of learning, sharing, creativity, and innovation.
- Manage day-to-day operations of the facility in Khartoum, in coordination with the Saferworld Country Director, Conflict Advisory Unit and Operations Team.
- Ensure that staff in the facility understand and are able to perform their role during times of crisis as well as stability.
- Ensure full compliance of facility staff members with Sudan's safety and security plan, ensuring procedures are updated and staff briefings and trainings are provided regularly and as needed.
- Provide guidance and maintain collaborative working relationships with relevant partners.

3. Financial and budget management

- Oversee the finance functions of the facility to ensure effective financial control and compliance with organisational policies and procedures across the facility's services.
- Act as budget holder for the facility, overseeing all programme expenditures and financial reporting in line with Saferworld's organisational policies and procedures and in coordination with the Finance Teams in Khartoum, Kampala and London.
- Ensure all accounting and finance functions and donor financial regulations are complied with by facility staff and partners.

4. Representation and beneficiary relationships

- Build and maintain positive and productive relationships with the donor (the UK) and its strategic implementing partners, as well with a broad range of influential actors within the aid system in Sudan (such as humanitarian, development and peacebuilding NGOs, donors and multilateral organisations, as well as policy influencers and academics).
- Report to management structures set up during the scoping and inception period.
- Represent the facility at external meetings in Sudan or internationally, including with donor implementing partners who are interested in or targeted by the facility.
- Raise the facility's profile among the donor community and national and international stakeholders in Sudan and internationally as appropriate.
- Manage communications with the Government of Sudan regarding the purpose and activities of the facility, and maintain positive and productive relationships with relevant authorities.

5. Safety, security and risk management

- Under direction of the Country Director and Regional Security Advisor, ensure that facility staff (including partners, and consultants) fully comply with safety and security protocols as per Saferworld's Standard Operating Procedures, and use any information/learning to guarantee safety of staff.
- Maintain a risk analysis specific to the facility and review and update regularly; ensure Safeguarding risks, and other risks associated with fraud, bribery, money laundering, and reputation of Saferworld are prevented and managed.
- Be aware of and manage any potential conflicts of interest that may arise between the facility and Saferworld's broader Sudan programme.

6. Cross-consortium and cross-organisational relations

- Coordinate the inputs of staff from other Saferworld teams, notably the conflict sensitivity and research technical advisers from Saferworld, Communications, Finance, Operations and Human Resource teams in London.
- Support the sharing of lessons, analysis and skills development opportunities internally within Saferworld.

Key working relationships

- Saferworld staff in Sudan: Country Director, Programme Manager, Finance Manager, Project Coordinators
- HR/Operations Manager and Regional Security Adviser in Kampala
- Saferworld staff in London: Conflict Advisory Unit, Global Policy and Advocacy, Communications, Fundraising and Finance teams

Person specification

Knowledge

- Master's degree (or equivalent) in international relations, political science, conflict, justice or security studies, or a related field.
- Proficient understanding of discourses on conflict sensitivity, conflict prevention, conflict early warning and early response, peacebuilding, governance, gender and inclusion, rule of law and nation-building; and of the international policy environment in which these issues are addressed.
- Knowledge of Sudan and donor programming in Sudan.

Experience

- Experienced manager (minimum of 10 years) with significant proven experience managing and overseeing multi-sectoral programmes for development, humanitarian and/or peacebuilding/conflict prevention organisations in conflict-affected contexts
- Experience of leading and mentoring multi-cultural teams in a constantly changing environment
- Proven experience of solving complex issues through analysis, definition of a clear way forward, and ensuring buy-in, internally and externally
- Experience of living and operating in complex conflict-affected environments and of managing crisis situations requiring quick changes to programme and operational priorities and rapid response
- Proven experience of building personal and professional networks and relationships at a senior level and with donors, governments, and international and national civil society
- Proven experience of quality control and efficient delivery of programme outputs; and timely reporting to donors
- Excellent understanding and experience of programme, financial/budget, and operational and HR management processes; experience of procurement in line with UK procurement guidelines desirable
- Experience of managing safety and security needs in a challenging and unstable security environment
- Previous experience working in/on Sudan and/or the region is highly desirable

Skills

- Exceptional communication skills, verbal and written, especially in a multi-cultural and multi-linguistic context and targeting a variety of audiences, including donor agencies, government, and international and national civil society
- Ability to engage in policy and strategic discussions on peacebuilding, humanitarian, recovery and development interventions
- Excellent analytical and strategic thinking skills, including on conflict and/or governance analysis, M&E and lesson learning
- Technical expertise in conducting capacity-building on conflict-sensitivity highly desirable
- Facilitation and training skills highly desirable

Application process

To apply: Download and complete an application form at <http://www.saferworld.org.uk/jobs/jobs> and send to HR at jobs@saferworld.org.uk clearly marked Ref: CSF Head

Deadline for applications: 3 January 2021

It is anticipated that selected candidates will be interviewed during the first two weeks of January 2021

We only accept completed forms so please do not send your CV