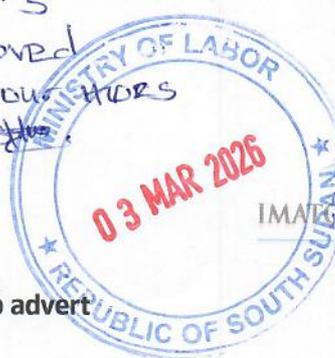




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APPROVED
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Job advert

Position: Senior Manager, Programs

Duty Station: Juba, South Sudan (85%) with travel to field sites required (15%)

Reports To: Deputy Country Director, Programs

Supervises: Program Managers

Overview

Imatong Employment Solutions (IES) is a South Sudanese human resource company, registered and operating in South Sudan since 2015. We are working together with Relief International to identify a qualified South Sudanese professional for the role of Senior Manager, Programs.

Relief International (RI) is an international non-profit organization that partners with communities impacted by conflict, climate change and disaster to save lives, build greater resilience and promote long-term health and wellbeing. Our team of more than 4,000 staff and local volunteers work in 14 countries across Africa, Asia, and the Middle East, providing Health and Nutrition, WASH (Water, Sanitation, and Hygiene), Education and Livelihoods programming that creates the foundation for community resilience. We do this by working with local actors to develop safe and inclusive local programming that is evidence based, conflict sensitive, climate smart, and reaches those in need.

Relief International (RI) in South Sudan is recognized for its effectiveness in emergency response and lifesaving programs that reach the most vulnerable communities in some of the country's hardest-to-access areas. Our teams are trusted by communities and respected by partners for their integrity, professionalism, and commitment to principled humanitarian action. Joining RI means being part of a mission-driven team that values impact, accountability, and innovation, and works collaboratively to deliver results that restore dignity and hope where it's needed most.

Position Summary

The Senior Manager, Programs works in close collaboration with the Deputy Country Director - Programs (DCD-Programs) to provide senior leadership for the strategic direction, oversight, technical quality, and performance of Relief International's program portfolio in South Sudan.

The role directly leads and supports Program Managers, ensuring coherent portfolio management, strong coordination across projects, and consistent application of RI standards. The position has primary technical leadership responsibility for Health, Nutrition, WASH, and Food Security & Livelihoods (FSL) programming. The Senior Manager, Programs supports the DCD-Programs in ensuring programs are



technically sound, responsive to evolving humanitarian needs, and informed by high-quality MEAL and needs assessment data.

Key Responsibilities:

Program Implementation

- Work in close coordination with the DCD-Programs to ensure effective oversight and performance management of the program portfolio.
- Provide direct line management, coaching, and performance oversight to Program Managers, ensuring effective delivery of projects across multiple locations.
- Support the DCD-Programs by consolidating program performance information, identifying risks, and proposing corrective actions.
- Ensure coherence and alignment across projects, sectors, and geographic areas.
- Provide oversight of program start-up, implementation, and close-out processes, ensuring Program Managers meet agreed objectives, indicators, timelines, and budgets.
- Work with the DCD-Programs and Grants to ensure donor and RI compliance across the program portfolio, including timely and high-quality reporting.
- Escalate critical programmatic or compliance risks to the DCD-Programs with clear recommendations.

Technical Leadership & Program Quality

- In collaboration with the DCD-Programs, provide senior technical leadership in Health, Nutrition, WASH, and FSL, setting technical direction and ensuring adherence to global standards, national guidelines, and RI technical frameworks.
- Ensure Program Managers and technical teams receive clear technical guidance and support to deliver high-quality programming.
- Oversee technical quality assurance processes, including technical reviews, field monitoring, and quality checks.
- Maintain a resource library for the health, nutrition, WASH, and FSL teams and keep up-to-date with the latest trends and updates within the sectors. Ensure program staff have access to appropriate information when needed.
- Ensure projects are implemented in line with donor proposals and in accordance with RI, donor, country, and international standards such as Sphere, CHS, and WHO recommendations
- Regularly assess and provide feedback and recommendations to country office senior management and HQ advisors, as well as field staff on the quality of programs and interventions during field visits and at other relevant times.

Monitoring, Evaluation, Accountability, and Learning

- In coordination with the DCD-Programs and MEAL team, provide oversight for MEAL systems across projects.



- Ensure Program Managers use MEAL findings, community feedback, and complaints mechanisms to improve program quality.
- Oversee multi-sectoral needs assessments and rapid assessments to inform program prioritization and response planning.
- Monitor the development of reporting systems for health and nutrition data collection, analysis and feedback to relevant stakeholders
- Promote a culture of learning and evidence-based decision-making.

Team Management & Capacity Strengthening

- Line manage Program Managers and senior technical staff, providing regular coaching, mentoring, and performance feedback.
- Support the DCD-Programs in identifying capacity gaps and strengthening management, technical, and MEAL competencies across teams.
- Foster a collaborative, accountable, and high-performing team culture.

Coordination, Partnerships & Representation

- Represent RI in coordination forums, clusters, and technical working groups, particularly Health and Nutrition clusters.
- Support Program Managers in external engagement with partners, authorities, and coordination mechanisms.
- Strengthen principled partnerships and localization efforts in line with RI commitments in South Sudan.

Qualifications

- Master's degree in Public Health, Nutrition, Medicine, Nursing, or a related field (or equivalent professional experience).
- Minimum 7-10 years of progressive experience in humanitarian and/or development programming.
- Demonstrated senior technical leadership in Health and Nutrition programming, including oversight of multiple projects or teams. WASH and FSL preferred.
- Strong knowledge of emergency and community-based Health and Nutrition approaches relevant to South Sudan (e.g. PHC, IMAM, MNCH, outbreak response).
- Experience with project planning and grant management oversight (multiple donors) in humanitarian emergency context
- High level of skill in developing, implementing and training others in the tools needed for program cycle management monitoring and review
- Skilled in, and committed to, community participation/interaction, field visits and presence in program areas
- Practical experience managing staff and programs in insecure locations
- Knowledge of Humanitarian Essentials, Sphere and CHS Standards, protection issues and other international humanitarian guidelines and protocols.



- Fluent and articulate in spoken and written English
- Flexible and ability to cope with basic living conditions in the field
- Experience leading Program Managers and supporting senior program leadership roles.
- Prior experience in South Sudan or similar high-risk, protracted crisis contexts.

RI Values:

We uphold the Humanitarian Principles: humanity, neutrality, impartiality, and operational independence. We affirmatively engage the most vulnerable communities. We value:

- Inclusiveness
- Transparency and Accountability
- Agility and Innovation
- Collaboration
- Sustainability

Application Process

Interested South Sudanese candidates are asked to provide their current CV and cover letter expressing their motivation for applying and their relevant experience/expertise, and copies of academic certificates.

The applications are to be submitted to:

Online at <https://imatongemploy.com/job-application-form/> which can be also found at www.imatongemploy.com

Hard copies may be dropped to the Imatong Employment Solutions office in Thong Ping, Juba.

Please contact +211 921 277 383 for queries.

Applications will be reviewed on a rolling basis as soon as they are received. Interested candidates are strongly encouraged to apply as early as possible and no later than 20 March 2026 at 5pm.

We appreciate the time and effort all applicants invest in applying for this position. However, due to the volume of applications, only shortlisted candidates will be contacted.

RI is an Equal Opportunity Employer - EOE/M/F/D/V.

