



Senior Manager, Country Start-up, Sudan

Job Description

Job Title:	Senior Manager, Country Start-Up, Sudan (SMCS)
Level and Grade:	80 (BG-10)
Job Type:	Full-time
Reporting Manager:	Acting Senior Regional Director
Department:	IPG
Office:	Khartoum, Sudan
Date:	15 January, 2022

About Corus:

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. 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.

Further details about the organization can be found at: <https://corusinternational.org>

Job Brief:

The Senior Manager, Country Start-Up (SMCS) is a critical and unique role that will lead Corus International's efforts in establishing and operationalizing presence in Sudan. The SMCS position combines both operational as well as programming expansion focus and is a one of the senior representatives of Corus in the country. Working in close collaboration with the Country Representative, SMCS is sharing responsibility for representation, coordination and sign off with key international and local NGO, UN and government counterparts in Sudan.

Key Result Areas:

1. Operations – Business Functions
2. Business Development
3. Representation/External Engagement

The success of this role is measured by the following KRAs:

- Established organizational functionality and agile processes
- Established external relationships and partnerships
- Established and streamlined business functions

Roles and Responsibilities:

1. Office Set-up and Country Presence Establishment (key business processes)

- Lead finalization of the required paperwork with the Humanitarian Aid Commission (HAC), Line ministries and other key stakeholders to have all legally binding documents and processes in place;
- Lead the setup of the bank account and ensure USD/Sudanese Pound accounts are compliant with OFAC regulations
- [In consultation with local labor law and stakeholders] Establish hiring practices and finalize development/adoption of the policies
- Finalize the office space set up and ensure defined functionality
- Complete the office specific risk assessment through coordination with the Senior Regional Humanitarian Tech Coordinator, required under the Corus Global security policy. Country-specific risks should be captured in the CSSP documents for each project
- Ensure basic country-operations and policies are defined and adopted (finance, procurement, etc.).
- Ensure basic administrative services for MIHR project and other subsequent funding streams.
- Monitor Country dynamics and changing operating environment and work with the regional as well Humanitarian team (including the regional humanitarian advisor) on adjusting the approach as relevant.

2. Representation and External Engagement

- Sign up Corus for major cluster/technical groups and ensure participation and meaningful (strategic and tailored) contributions.
- Explore funding opportunities outside of the typical institutional donor market and advise Corus on this potential (e.g. UN pooled fund, private donors, foundations, etc.)
- Build relationships with key stakeholders (NGOs, UN, Donors) and form working relationships resulting in potential priming/subbing roles.
- Establish close working relationship with MIHR partners and provide Corus-specific support and backstopping as defined in close collaboration with the project management (IMA HQ staff).

3. Business Development

- Work closely with the BD HQ team in tracking trends for the country, opportunities and solicitations
- Lead or contribute (as required) to the conceptualization of the new opportunities, specifically with BHA and other institutional donors; Engage and collaborate through CHO support as deemed necessary.
- Identify and lead on the in-country institutional and non-institutional scoping and sourcing of opportunities (foundations, embassies, bilateral, etc.).
- Lead mapping of potential consortium opportunities and be the extension to the BD and Humanitarian team to represent the organization in Teaming Agreements.
- Play a lead role in technical concept note and proposal submissions.

Supervisory:

The SMCS will directly report to the **Senior Regional Director** and have a dotted technical line to the Chief Humanitarian Officer. The incumbent will work very closely with regionally based Technical Humanitarian Coordinator, working on the country strategy, and seeking support on security and program approaches as needed. Similarly, the CSM will work closely with the region to ensure proper set up of the program systems and procedures reflecting Corus's SOPs, Policies, etc.

Education & Experience:

- Minimum of 7 years professional experience in humanitarian settings, including setting up and leading geographically expansive operations
- Experience of working with the government entities, building relationships and rapport with key strategic stakeholders
- Experience leading consortia of local partners
- Fluent in English, Arabic strongly preferred
- Demonstrated ability to manage conflicting priorities and work in a very fluid environment.
- Demonstrated ability to manage teams, including of a diverse composition
- Demonstrated ability to work with and cultivate major institutional donor relationships (e.g. USG (BHA/former OFDA or Food for Peace), EU, FCDO (former DFID), etc.)
- Preferable experience and demonstrable knowledge of the health sector and health in emergencies.

Qualifications:

- Budget management skills
- Project cycle management skills
- Critical Thinking and Problem Solving
- Effectively dealing with ambiguity
- Strong oral and written communication skills
- Teamwork and collaboration – matrixed approach

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.

The CSM position will be based in Khartoum, Sudan and throughout the duration of the scope will be expected to maintain in-country presence. The position may require infrequent trips to other parts of the country and living in limited, austere environment offering basic accommodation and quality of services. ***Proper safety and security protocols will have to be followed irrespective of the incumbent nationality and comfort with the ambiguity of unfolding socio-political situation.*** The CSM will be reimbursed for or provided with relevant accommodation and transportation as well as travel-related per diem as defined by Corus's policies and procedures.

Working Conditions, Travel and Environment

- The duties of the job require regular attendance at least 5 days/week. The employee must be available to work outside normal office hours or on the weekends as required.
- This position must be able to travel as required for standard domestic and international business purposes. 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.
- The employee shall maintain all relevant and required vaccination up to date and ensure proper clearance as required by the destination before, during and after the deployment (as needed).
- HEAT training will be required as part of the minimum deployment standards, especially for Level 4 State Department defined countries and as further required by Corus.

Diversity, Equity, Inclusion and Zero Tolerance to Abuse

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

- Help to develop and maintain an environment that welcome and develop a diverse workforce.
- Foster a work environment where everyone feels valued and included.
- Support employees' evaluation and promotion processes based on skills and performance.
- Promote a safe, secure, and respectful environment for all members of 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.
- Adhere to the Organizational Core Values

Corus International 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, sexual orientation, protected veteran status, or any other characteristic protected by U.S. or International law.