



Job Opportunity

Job Title: Deputy Team Leader, Somalia.

Duty Station: Nairobi (With 50% - 60% travel to Somalia)

Type: Fixed-Term (12 months with possible extension)

Deadline: 15th September 2017 (midnight EAT)

Background

The Somalia Stability Fund is a multi-donor fund working towards a peaceful, secure, and stable Somalia. It offers Somali stakeholders a source of multi-year funding that can respond to local needs and opportunities. Its aim is to provide sustained support over the longer term to local process of building stability in Somalia, and to help areas become stable over the medium-term whilst building their linkages to a national framework.

The Stability Fund aims to contribute to enhancing stability in Somalia through the following anticipated outcomes:

1. *Stabilisation:* Stability in the newly recovered areas is enhanced, characterized by improved relationships between communities and improved population's acceptance of the government's authority.
2. *State-Building:* Targeted state institutions have increased their legitimacy and their capability.
3. *Conflict Prevention and Management:* Communities' vulnerability to conflict has been reduced by addressing grievances, tackling drivers, and supporting critical actors for peace-building.

The SSF is guided by key principles of local ownership and sustainability. It is committed to high-quality programming. The key implementation principles for SSF II include:

1. *Root causes* – SSF will invest in tackling the structural drivers of conflict, rather than the symptoms, striking a balance between supporting short-term stability and addressing fault-lines (e.g. making elite settlements more inclusive) and creating conditions for long-term stability (e.g. deepening popular participation and gender quality).
2. *Context-appropriate* – SSF strategy and programming will be based on regular analysis and scenario-planning, ensuring a flexible and adaptive approach which responds to changes on the ground.
3. *Engage with the politics* – the Fund will use project funding and the SO's influencing role to advance policy objectives, help to build confidence in political processes and underpin the agreements that come out of them, including through use of performance funding where opportunities emerge.
4. *Learning and adapting* – SSF will develop a learning agenda which supports the iteration and adaptation of strategy and programming in line with emerging evidence and lessons.
5. *Coalition-building* – SSF will work in coalition with a range of actors to pursue policy objectives and use diverse fora to share SSF learning and encourage a commonality of intent.

6. *Local ownership* – SSF will ensure alignment with government priorities and regular engagement including through a more formal 'Review Board'; while maintaining a strong focus on community engagement and responsive delivery.
7. *Geographic targeting* – SSF will engage at the FMS and district level, ensuring a broadly equal allocation of funds across FMS
8. *Gender and conflict sensitive* – SSF investments will aim to positively address conflict dynamics and shift gendered power relations to promote women's empowerment.
9. *Partnership approach* – SSF will forge delivery partnerships with government, the private sector and civil society, ensuring government visibility in order to build acceptance and credibility with the community.
10. *Catalytic approach* - SSF will seek to test new models and approaches and catalyse other development partners to enter new areas and take over from SSF.
11. *Risk management* – SSF will take a balanced portfolio approach to risk, prioritising some districts which are highly fragile and difficult to access and others which are easier to access, but also important for stability (e.g. because they are likely to receive high numbers of refugees and IDPs).

Purpose

SSF II requires a Deputy Team Leader to support the Team Leader in: leading the Fund's in-country operations including the delivery of high quality programme interventions, robust risk management, and backstopping of in-country finances and procurement; leading analysis on political and security issues, and supporting the team to deliver key reporting requirements.

Key Tasks and Responsibilities

Leadership

- Support the Team Leader in inspiring, motivating and driving the team to deliver the vision and objectives of SSF
- Support the Team Leader in ensuring all team members – and in particular the country team – are aware of the programme strategy, principles, how they are important, and how the team members' specific work fits into and supports them
- Ensure good team ethic, spirit and collaboration across the team, in particular the country team
- Support the Team Leader in ensuring team cohesion across different work locations

Programme Delivery

- Provide leadership and manage Country operations; in conjunction with the TL, PM and regional security team, ensure successful relationship management with key actors and facilitate an enabling environment for teams to operate.
- Develop and manage relationships with key Somali stakeholders, at regional and federal levels, including civil society, private sector and government representatives to ensure local ownership and smooth running of programmes.
- Lead quarterly investee appraisals and analysis.
- Support VfM analysis.
- Support and advise the Team Leader and Programme Manager of key security, reputational and fiduciary risks of key programmatic and operational decisions; ensuring inclusivity, value for money and do no harm principles.
- Support the Team Leader with coordination efforts to make sure SSF II compliments other stabilization, peacebuilding and governance programmes for Somalia.

In-Country Operations

- **Delivery of Programme Interventions**
 - Support the Fund's Investment Management unit to ensure investment designs adapt to the evolving context and lessons learned throughout implementation.
 - Support procurement by reviewing the Call for Concepts and Call for Proposals before release, ensuring the call is in line with SSF II's strategy while being receptive to the current environment in Somalia.
 - Conduct site visits to review the progress of investments as and when required
- **Robust Risk Management**
 - Support the Investment Managers in managing high-risk investments, develop SWOT analysis of investees and help partners during design phase.
 - Support delivery of the monthly investment and portfolio level risk register.
- **Backstopping of Finances & Logistics**
 - Manage country teams and approve all country team operations, including managing field office operations budget and expenditures.
 - Support and provide oversight of country finance and administration departments to ensure efficiency, reduce fiduciary and reputational risks, and ensure documentation and prudent management of resources and business transactions.
 - Work closely with country head of finance and Nairobi finance department to develop and manage quarterly and annual forecasts.
 - Manage the Fund's Country Offices and coordinate and collate information on any new developments on the ground from the field teams on a regular basis
 - In coordination with the Fund's security team, provide advice and support in times of crisis and support with coordination of actions if there was an emergency or evacuation

Analysis & Reporting

- Provide analysis and guidance on programme interventions and manage risks based on the evolving environment.
- Work closely with investees to help them understand and meet SSF requirements on results, finance and reporting.
- Support Team Leader and Knowledge Management & Communication Unit to prepare technical reports to donors, manage project risk assessments and ensure learning from SSF I guide new investment design and implementation.

Deliverables

- Prepare regularly updated risk registers, at regional and portfolio levels.
- Prepare draft/and or collate reports from investment managers for timely submission to donors.
- Prepare reports updating the Fund on Somalia's political, social and security context and recommend programme interventions and risk measures; and
- Other Deliverables as requested by the Team Leader

Reporting

The Deputy Team Leader reports to the Team Leader.

Qualifications

- Minimum five to twelve years' experience in managing a Somalia program preferably working on
- governance, stabilization or peacebuilding;

- Local knowledge of the Somali context is essential;
- Degree in a relevant field;
- Experience conducting needs assessment for project design is required;
- Ability to perform statistical analysis is required, as is proficiency in Microsoft Excel;
- Previous experience working with DFID would be highly desirable.

If you meet the above criteria please send a covering letter and your CV (maximum of 4 pages total) to procurement@stabilityfund.so, referencing 'Deputy Leader' in the title of your email.

Due to the large volume of applications we receive, only shortlisted applicants will be contacted. Canvassing will lead to disqualification.