



## VACANCY ANNOUNCEMENT INTERNAL / EXTERNAL

### General Description of GOAL's Work in Sierra Leone

GOAL has been present in Sierra Leone since 1999, with an overall aim to contribute to poverty and vulnerability reduction through the implementation of integrated, multi-sectoral interventions, with a primary focus on improving Reproductive, Maternal, Neonatal, Child and Adolescent health (RMNCAH) specifically addressing teenage pregnancy. GOAL is also improving rural water supply, urban WASH focusing on faecal sludge management and promoting social inclusion, empowerment, and the promotion of decent work through systems-based programme approaches and community led social and behavioral change. GOAL currently operates in Western Area Urban (Freetown), Kambia, Bombali, Koinadugu, Moyamba and Kenema Districts, with funding from Irish Aid, Charity Water and DFID, and now the Community foundation Ireland for its new blue economy program that is focused on food security and livelihood improvement.

### General Description of the Programme

The Resilience of the Blue Economy: Livelihood Enhancement and Natural Resource Restoration for Coastal Communities of Western rural and Urban programme/project seeks to enhance food security and climate resilience of coastal communities in Sierra Leone through the development of a sustainable small-scale fisheries sector and the conservation of mangroves, as a critical ecosystem and climate-change asset. This program is housed in the blue economy department of GOAL Sierra Leone program and will last for three years. The project targets the Western Area Urban and rural of Sierra Leone, the project has four principal yet interlinked activities which will address the overall aim of limiting the impact of climate change on food security and biodiversity damage, while building community resilience to climate change. The project is designed to be community led, taking a gender-sensitive and youth-centred approach, ensuring that gaps, needs, barriers, and opportunities are identified for women, youth, and vulnerable communities through their direct participation in the project's activities. This approach builds on the existing capacities, knowledge, and resources, drawing on local and indigenous knowledge wherever possible. To achieve this aim, the project has been designed to improve the food security for communities dependent on small-scale fisheries, whilst also protecting and restoring the mangrove ecosystem.

### Overview of the role

To directly manage and oversee the implementation and monitoring of blue economy, food security and livelihood program in Western rural and urban, Sierra Leone.

***On this on this note, GOAL Sierra Leone Country Programme would like to invite well experienced and professional applicants for the under mentioned position:***

<b>Job Title:</b>	<b>Blue Economy Program Manager (1)</b>
<b>Country:</b>	<b>Sierra Leone</b>
<b>Location:</b>	<b>Freetown</b>
<b>Contract Duration:</b>	<b>12 months</b>
<b>Start Date:</b>	<b>01 January 2024</b>
<b>Reports to:</b>	<b>Blue Economy, food security and livelihood coordinator</b>
<b>Responsible for:</b>	<b>Resilience of the Blue Economy: Livelihood Enhancement and Natural Resource Restoration for Coastal Communities of Western rural and Urban</b>
<b>Date of Grading:</b>	<b>21<sup>st</sup> /12 / 2023</b>

## Main responsibilities

### 1 Programme Management

- Manages the implementation of the GOAL Blue economy, food security and livelihood project in western rural and urban, Sierra Leone. Including oversight of trainings, quality assurance assessments, data collection, and site supervision.
- Directly line manage relevant blue economy staff in the district. Monitor the HR management of these staff and teams, including forming job descriptions, formulation and follow up of annual, quarterly, monthly, and weekly objectives, and conducting annual staff performance appraisals as may be deemed under direct supervision.
- Manage budget, making sure that expenditures are in line with budget and activities are implemented in line with longer-term programme plans and proposals agreed with donors (CFI, ICSP etc) in the duty stationed district.
- Responsible draft development of monthly, quarterly, and annual activity planning and budget reforecasting for the blue economy program in western rural and urban area in line with program broader objectives and targets.
- Timely submission of blue economy activity reports to blue economy, food security and livelihood coordinator or to the program director and country director where the Program coordinator is absent.

### 2. Technical support

- Provide technical assistance to blue economy programming within GOAL Sierra Leone as appropriate, especially in the areas of social and behaviour change, food and nutrition security assessments and fisheries program development.
- Use participatory approach (community development approach to small scale fisheries for food security and livelihood programming), ensuring active involvement of beneficiary and communities in needs assessments prior to new project proposal design and during implementation including all stages of the project cycle.
- Provide technical expertise in blue economy concepts, with a focus on livelihood enhancement and natural resource restoration.
- Stay abreast of the latest advancements, best practices, and innovations in blue economy management.
- Liaise with the Blue economy program coordinator and the Program director on programme technical design and implementation.
- Identify capacity building needs for Freetown Blue economy Staff and communicate with the line manager.
- Ensure that the western rural and urban project is inclusive, making sure that the most vulnerable and marginalize groups are catered for in the programme design.

### 3 Budget Oversight

- With technical oversight from the Program coordinator, and the Program director manage Freetown location budget and provide operational support in the respective operating districts.
- Ensure that the district resources are used effectively and transparently on prioritized blue economy, food security and livelihood activities.
- Support good quality district applications for the innovation fund under the programme for the program location.
- Support in the Review Budget-vs-Actual, financial reports, and spending plans for the program in Freetown
- Promptly respond to all budget-related inquiries when referred.

### 4 Relationship Management

- Build good working relationships with other health stakeholders in the district including other NGOs, MFMR, Research institutions, other line ministries, CBOs and donors; and be ready to represent GOAL at relevant district meetings and blue economy forum as required or referred.

## 5 Strategy development

- Participate in developing plans, programme designs, proposals, and budgets for projects and project extensions in conjunction with the relevant team.

## 6 Monitoring and Evaluation

- With relevant staff, develop and implement mechanisms for the collection of key data for programme monitoring and evaluation.
- Quality check data collected and ensured that data is utilised to direct programme activities.
- Use the power BI as a project management and monitoring tool.
- Document and share success stories and case studies.
- Conduct supportive supervision and monitoring, develop a follow up plan that clearly state when & how each issue identified will be addressed which is updated or track on regularly basis.

## 7 Other

- Mainstream food and nutrition security, sustainable fisheries, natural resources conservation and other environment in activities.
- Perform other duties as required by the line manager.

## Behaviours

- Ability to facilitate staff delivery of programming.
- Provide supportive supervision to blue economy team and delegate tasks as appropriate.
- Proactively raise issues and work with line managers to find solutions.

## Requirements

### Essential

- BSc in Fisheries & Aquaculture, Marine Biology and Oceanography, Natural resources management, with conservation and community development experience/trainings/ science related degree with Masters is an advantage
- At least 5 years of relevant field experience with managing staff.
- Experience in planning and management of programmes in Sierra Leone, including experience in implementing/managing small scale fisheries programs.
- Proven management experience, including work planning, report writing, monitoring and evaluation, staff management, and project coordination.
- Good communication and report-writing skills; Highly organized.
- Ability to operate under time pressure and meet deadlines, to work independently, and take initiative.
- Good team building, negotiation, and conflict resolution skills and the ability to deal respectfully with people from varied backgrounds.
- Experience in building and maintaining good working relationships with other organisations and government ministries.
- Previous experience working in a similar role in an NGO/humanitarian organization is an asset.
- Willingness to work in disadvantaged communities.
- Familiar with using Microsoft Office software packages.
- Representational experience at a senior level.
- Excellent English and Krio speaking/writing skills required.

### Desirable

- Understanding of Small-scale fisheries, food, and nutrition the social behaviour change programming is an advantage.
- Essential training certificate on program management.

## Accountability within GOAL

Alongside our safeguarding policy, GOAL is an equal opportunities employer and has a set of integrity policies. Any candidate offered a job with GOAL will be expected to adhere to the following key areas of accountability:

- Comply with GOAL's policies and procedures with respect to safeguarding, code of conduct, health and safety, confidentiality, do no harm principles and unacceptable behaviour protocols.
- Report any concerns about the welfare of a child or vulnerable adult or any wrongdoings within our programming area.
- Report any concerns about inappropriate behaviour of a GOAL staff or partner.

## General terms and conditions

*GOAL has a Staff Code of Conduct and a Child Protection Policy, which have been developed to ensure the maximum protection of programme participants and children from exploitation. GOAL also has a confidentiality policy ensuring the non-disclosure of any information whatsoever relating to the practices and business of GOAL, acquired in the course of duty, to any other person or organisation without authority, except in the normal execution of duty. Any candidate offered a job with GOAL will be expected to adhere to these policies any job offer made is also subject to police clearance. GOAL is an equal opportunities employer.*

### **HOW TO APPLY**

Interested candidates should apply with:

- An application letter clearly justifying how they meet the selection criteria.
- Recent Curriculum Vitae including names and full contact addresses of three (3) referees, one of whom must be their current or most recent employer.
- Candidates must state the position of each referee and his/her relationship to the candidate.
- A copy of a valid labour card must be attached to ALL applications (written or electronic)
- Police Clearance will be required from the successful candidate.

If you have these skills and interested in joining our committed and dynamic Livelihood team, please send your cover letter and up-to-date CV to [jobs@sl.goal.ie](mailto:jobs@sl.goal.ie). **on or before 5:30 pm – 15<sup>th</sup> January, 2024**, please note that a copy of the application letter must be sent to the NGO Desk Officer, Ministry of Labour, New England or emailed to: [employmentdesk71@gmail.com](mailto:employmentdesk71@gmail.com)

### **Only shortlisted applicants will be contacted for interview.**

A commitment to GOAL values and GOAL's integrity framework is critical to working with GOAL. Any candidate offered a job with GOAL will be expected to adhere to the following key areas of accountability:

1. Comply with GOAL's policies and procedures with respect to safeguarding, code of conduct, health and safety, confidentiality, do no harm principles and unacceptable behaviour protocols.
2. Report any concerns about the welfare of a child or vulnerable adult or any wrongdoings within our programming area;
3. Report any concerns about inappropriate behaviour of a GOAL staff or partner.

**Children and vulnerable adults who come into contact with GOAL as a result of our activities must be safeguarded to the maximum possible extent from deliberate or inadvertent actions and failings that place them at risk of abuse, sexual exploitation, injury and any other harm. One of the ways that GOAL shows this on-going commitment to safeguarding is to include rigorous background and reference checks in the selection process for all candidates.**

GOAL provides equal opportunity in employment and prohibits discrimination in employment on the basis of race, sex, colour, religion, sexual orientation, age, marital status, or disability.

**“FEMALE CANDIDATES ARE STRONGLY ENCOURAGED TO APPLY”**