

**VACANCY ADVERTISEMENT –
Area Manager, South West State, Somalia**

Equal Access International (EAI) is an international not-for-profit organization working in several countries in Africa and Asia. With a regional office in Nairobi, we have implemented programmes in Kenya, Somalia, Ethiopia, Tanzania and Djibouti.

EAI creates customized communications strategies and outreach solutions that address some of the most critical challenges affecting people in the developing world in the areas of peace-building and transforming extremism; championing gender equality and women's empowerment; and governance and civic participation. We help communities around the world drive sustainable and transformative change through our proven participatory media, technology, and outreach model. By designing solutions with communities, our programming is locally-owned and culturally resonant. We build communication ecosystems that take root and thrive, create platforms that elevate marginalized voices, and build locally-led movements that shift power, inspire normative change and promote creative, positive, and innovative solutions to social issues.

PROJECT OVERVIEW

Nabadgelinta Soomaaliya (also known as 'Nabadgelinta') works with both security and justice providers, and the people they serve, to help create a safer, stronger Somalia. The programme recognises the critical role that improved safety, security and access to justice has in establishing the foundations to lasting peace and political settlements in Somalia. The period of performance of the project is from July 1, 2023, to March 31, 2026. *Nabadgelinta* will support Somalis to identify and articulate the challenges they face in accessing security and justice and to develop joint solutions that lead to visible, practical change in their experience and trust in the security and justice systems. Through approaches that enable informed and inclusive dialogue and negotiation, the programme seeks to transform how individuals, communities and institutions in Somalia can work together to create fairer, more efficient, and more accountable systems for security and justice.

JOB TITLE

Area Manager

WORK LOCATION

South West State, Somalia

POSITION SUMMARY

Area Manager will oversee and coordinate the field-based work of program in South West State, coordinating the work of separate implementing partners into a coherent stream of effort in target locations to advance the goals and objectives of the program. The Area Manager will be responsible adapting program design and delivery in response to emerging evidence and learning, and will also provide mentorship and training, as needed, for implementing partners in South West State. This position reports to the Team Lead based in Mogadishu, Somalia.

KEY RESPONSIBILITIES

Program Coordination

- Provide coordination and specialized guidance to implementing partners to implement activities according to the agreed upon work plans.
- Ensure integrated quarterly, monthly and specific deliverable workplans are implemented in South West State, and that the necessary technical assistance and other resource inputs are in place to support delivery.
- Conduct regular review/planning meetings to review progress against integrated workplans; identify opportunities for deepening partnership and collaboration between implementing partners; flag emerging issues of concern to the Team Lead; and to capture and reflect on learning.
- Convene implementing partners on a regular basis ensure coordination of efforts and to ensure coordination especially with regard to government engagement.
- Report in writing any concerns around delayed/impeded delivery or inadequate technical quality to the Team Lead.

Effective Program Management

- Within South West State, ensure appropriate program management systems are being used, documented, and reported on which address: a) Program Management. b) Compliance (e.g., Grant Management; etc.). c) Safeguarding (e.g., Safeguarding Framework). d) Risk Management (e.g., Risk Matrix and Risk Management Strategy). e) Monitoring, Evaluation, Research and Learning (e.g., Theory of Change, and MERL Framework); and
- Work with the staff to ensure that workplans are being followed, monitored, and updated within South West State.
- Work with the Technical Lead to ensure technical advice and assistance requirements are identified in good time and support the facilitation of this assistance in South West State.
- Contribute to learning and capacity building opportunities in South West State and between Jubaland and Southwest States.

Government Engagement

- Guide the implementing partners to identify and form constructive, collaborative relationships with key government stakeholders at the district, regional and federal member state level in South West State.
- Represent EAI at all levels of the South West Government, i.e., update government counterparts regularly on the whole of the program.
- Flag any government requests or concerns to the Team Lead and/or Senior Management Team as appropriate.

Risk management

- Manage the Risk Management Framework as it pertains to activities in South West, working closely with SMT to identify and manage financial risks.
- In line with the provisions of the framework, periodically (and regularly) assess the risk environment for South West State and update the risk matrix and tracker accordingly.
- Define appropriate risk mitigation strategies and work with the Team Lead, DCOP Planning, Delivery and Evidence and other EAI team members to ensure risks are effectively mitigated and managed.

REQUIRED KNOWLEDGE, SKILLS AND ABILITIES

- Master's degree in international relations, Management, Development Studies, Planning, Business Administration, or a related field from an accredited academic institution with five (5) years of relevant professional experience; or
- Alternatively, University degree in the above fields with seven (7) years of relevant professional experience
- Experience working in South West State and strong political connections.
- Experience in a management role in Somalia, ideally in stabilization, security/justice and/or conflict management programs with an international NGO.
- Experience coordinating adaptive programming, and familiarity with adaptive management and results frameworks would be a significant asset.
- Familiarity with political analysis in complex crisis settings.
- Excellent communication, information management and report writing skills with the ability to analyse complex problems and identify and convey clear, rapid solutions.
- Fluency in written, reading and spoken English and Somali Language is required.

HOW TO APPLY

Interested and qualified persons are requested to send their Application Letter and Curriculum Vitae to eaieastafrica@equalaccess.org with the job title as the subject. Interviews will be conducted on a rolling basis until the position is filled. Only Shortlisted candidates will be contacted.

NB: This position is open to Somali National Candidates and is based in Baidoa, South West State.