



JOB ADVERT – Programme Manager Somalia & Ethiopia

Job Title	Programme Manager Somalia & Ethiopia – Somali National Contract
Contracting Organisation	WASDA (Wajir South Development Association) Somalia
Reporting To	Johanniter-Unfall-Hilfe e.V. / Johanniter International Assistance
Job Location	Mogadishu, Somalia with travel to Kenya and Ethiopia

Job Responsibilities and Accountabilities

Overall job purpose

Working directly under the responsibility of the Johanniter Country Director for Kenya, the Programme Manager will be responsible for the overall coordination, technical guidance, oversight, monitoring and quality of project(s) in Somalia (80%) as well as supporting with the establishment of a presence in Ethiopia (20%). The Programme Manager may also be called upon to support Kenya programmes if required.

Reporting lines

Reporting to:	Country Director Kenya (first line supervisor)
Supervising:	N/A
Receives technical advice from:	Country Director Kenya, Global Health Advisor, Livelihoods Advisor
Gives technical advice to:	Partner organisations
Standing in for:	N/A
Replaced by:	Country Director Kenya (first line supervisor)

Tasks:

Strategy and Vision

1. Actively supports the values of Johanniter and shapes his/her work according to these values.
2. Contributes to the development and implementation of the global strategy of Johanniter in his/her area of responsibility
3. Supports the implementation of the country strategy in his/her area of responsibility in line with the global Johanniter strategy
4. Supports the development of an organisational culture and leadership that addresses power relations and privilege, promotes diversity and inclusion, and encourages continuous self-reflection

Leadership

1. Actively lives and leads by example, upholding the Johanniter leadership principles and creating a culture where the leadership mindset can emerge and thrive, actively empowering and guiding team members to an inclusive, accountable work environment to achieve shared goals and embrace change. This is reflected in the day-to-day activities in line with the Code of Conduct and related policies to achieve our goals

Project Management

1. Coordinates with the implementing partner(s) in the planning, implementation and monitoring of the Johanniter projects in Somalia and Ethiopia, ensuring that activity and training plans are up to date and followed and that project objectives are met
2. Ensures that partner project staff understand and are compliant with Johanniter and donor requirements for the respective project(s)
3. Ensures that the project is implemented in a way which is responsive to communities, in line with Johanniter's Leadership Guiding Principles and the Johanniter International and Regional Strategies
4. Ensures that the cross cutting thematic areas of gender, climate change and inclusion are effectively streamlined in project implementation

5. Provides guidance to the Johanniter implementing partner(s) in the different sectors of intervention (e.g. nutrition, health, WASH, livelihoods)
6. Ensures timely reporting by the implementing partner(s) according to Johanniter and donor requirements, critically reviews narrative and financial reports and shares constructive feedback with the partner as required
7. Ensures all relevant stakeholders are provided with updates about the ongoing project upon request, following the established reporting structures
8. Together with the implementing partner(s) and Finance Coordinator, undertakes monthly monitoring of project expenditure, alerting the Country Director to any under or overspending and continues to closely follow project expenditure with the implementing partner(s)
9. Together with the Logistics Manager, ensures that the implementing partner adheres to their procurement plans and follow the procurement guidelines

Planning, Monitoring, Evaluation, Accountability, Learning and Documentation

1. Conducts regular monitoring of project implementation by Johanniter's partner(s)
2. Together with the partner(s) or independently, supports in planning and conducting assessments e.g. needs assessments, baseline assessments, end line evaluations, feasibility assessments etc
3. Supports the partner staff to compile periodic reports
4. Supports the partner(s) in developing and implementing client complaint and feedback mechanisms and ensures collection and filing of success stories, case studies, pictures, etc
5. Contributes to organizational learning documentation and dissemination of key findings stemming from monitoring, assessments, and other analyses of project learning activities

Partnership Support and Management

1. Supports the development of partner assessment tools
2. Conducts partner mapping and assessments of Somali and Ethiopian NGOs to identify potential partners aligned with Johanniter's strategic programme objectives and mission statement and undertakes the required due diligence
3. Together with the implementing partner(s), co-facilitates the project opening, project review and project closing meetings and ensures partner participation in all project cycle meetings
4. Co-leads timely and effective partner program, finance, and compliance reviews and partner and project reflection meetings
5. Works collaboratively with the partner(s) to facilitate systematic and timely partner feedback to Johanniter's management, strengthen partnership relationships, including the documentation of, and response to partner feedback and constructively resolve any issues that may arise
6. Maintains complete and organized partnership files for the partner
7. Facilitates the collaborative development and delivery of the partner project support plan, ensuring that it appropriately addresses issues identified in the due diligence process, and coordinates with the relevant departments for the timely and quality implementation of the plan
8. Ensures Johanniter understands partner capacity strengthening priorities and identifies opportunities and plans for Johanniter to support the implementation of partner capacity strengthening efforts
9. Drives Johanniter's localization strategy in Somalia and Ethiopia

Programme Development

1. Conducts a mapping exercise of other actors working in the sectors of health, livelihoods and emergency response and preparedness in locations where Johanniter intends to work or is already working
2. Identifies gaps and needs in the area of health and livelihoods and undertakes assessments as necessary
3. Develops ideas and concepts to further develop the programmatic objectives of Johanniter, alongside the Johanniter Regional and Global Strategy
4. Writes concept notes and proposals with the support of the Country Director, PMEAL Officer, technical advisors and regional fundraising coordinator.
5. Identifies opportunities to form/join consortiums in Somalia, Ethiopia and in cross-border areas of Kenya

Representation

1. Represents Johanniter in relevant technical working groups and cluster meetings etc.
2. Represents Johanniter in relevant forums and networks, with local authorities, coordination with I/NGOs, donor etc

Leadership

1. Ensures efficient and effective communication within the Country Office team

2. Contributes to a positive and inclusive work environment dedicated to the core values and mission of Johanniter

Safeguarding

1. Work with programmes team to come up with a safeguarding action plan
2. Conduct safeguarding assessments for partners and support development of safeguarding action plans for partners
3. Ensure safeguarding is well embedded in project design, implementation, monitoring and evaluation
4. Lead safeguarding risk assessments for different programmes or projects
5. Ensure mitigation plans and responsibilities on safeguarding risks are in place
6. Lead service mapping of different safeguarding and protection service providers for referral purposes
7. Ensure all project proposals include the section on safeguarding and safeguarding activities
8. Ensure resource allocation to safeguarding
9. Sensitize stakeholders on JUH commitment to safeguarding including policies, processes and procedures
10. Promote a culture of safeguarding within the organization and ensuring people we work with are not exposed to harm or abuse
11. Report any safeguarding concerns using the channels that have been put in place

Other

1. Assists the Country Director in conducting security assessments, security monitoring and implementation of security measures and strictly adheres to Johanniter and partner(s) security regulations
2. Regularly updates the Country Director on the security situation in the areas of operation, nationally where relevant and significant context changes e.g. political, social, environmental, humanitarian etc
3. Supports the country office team in translating guidelines and templates if necessary.
4. Supports the Kenya programmes team if needed and upon request.

Person Specification

Professional Qualification and Experience:

Essential:

1. Minimum of a Bachelor's Degree in a relevant field e.g. Livelihoods, Food Security, Emergency Response and Preparedness, Public Health.
2. At least 6 years' experience in programme management in a humanitarian context is essential.
3. Experience in and a demonstrable understanding of the context and humanitarian needs of Somalia and North Eastern Kenya with is essential.
4. Experience working in Ethiopia is an added advantage.
5. Experience working in insecure contexts and the ability to undertake security risk analysis
6. Experience in working with and conducting capacity strengthening of partners
7. Experience in networking and building relationships with the authorities, UN Agencies, INGOs, local organisations etc
8. Experience in designing, coordinating and conducting needs assessments, baseline assessments and SMART surveys
9. Experience in coordinating public health / nutrition/ WASH / livelihoods and food security/ Emergency Response and Preparedness projects
10. Experience with large institutional donors e.g. EU, UN, German Foreign Office and the German Ministry of Cooperation etc
11. Experience in Monitoring and Evaluation, writing proposals and reports

Desirable:

1. A Master's Degree is an added advantage

Skills

1. Strong management, project planning, monitoring, evaluation and organizational skills
2. Experience in budget monitoring and donor compliance
3. Clear vision on programme development
4. Strong analytical, written and oral communication skills
5. Ability to travel, sometimes in an unstable security environment
6. Cultural sensitivity

7. Ability to work in a team and independently
8. Strong commitment to local capacity building
9. Able to take initiative and be proactive
10. Demonstrated high level English skills, both written and spoken

Other:

1. Fluent in written and spoken Somali language
2. Willingness and the ability to travel within Somalia, Ethiopia and North Eastern Kenya, depending on the security situation

Safeguarding statement and / or commitment

It is Johanniter's responsibility to create an environment built on integrity, respect and accountability, in which all staff and volunteers are comfortable to work and feel safe. We have a zero-tolerance policy when people cause harm to others. Those who misbehave or are complicit will be held accountable for harmful actions. It is the employee's responsibility to promote appropriate behaviour and to report infringements that could potentially harm those in our organisation's care and damage the reputation of Johanniter. Those who raise complaints or concerns will be appropriately protected and respected.

How to apply:

- Johanniter is an equal opportunity employer that values diversity. Suitable candidates with disabilities are encouraged to apply.
- We require background checks (including criminal record and reference checks) to protect the vulnerable and prevent abuse.
- Applications for this position **MUST** include the following:
 - o A concise and up to date **CV**.
 - o A **cover letter** explaining how you meet the criteria for this position as stated above (no more than 1 page).
 - o **Reference contacts** (phone numbers and email addresses) of three referees. Please state their working relationship to you, the position you held at the time and the dates you worked together.
 - o **Certificates of service**
 - o Applications which do not include all of the above will not be considered.
- Applications should be sent to recruitment.kenya@johanniter.de until **2nd January 2026 by 5pm**.
- Please indicate **PM Ethiopia & Somalia** in the subject line of your e-mail.
- Short-listed candidates will be invited for interviews via email.

Johanniter does not charge a fee at any stage of the recruitment process (application, interview, or onboarding).