

JOB OFFER # 40/KIN/2024

DEPUTY CHIEF OF PARTY II

Job Title: Deputy Chief of Party II- Feed the Future Flagship Agriculture

Departement: Programs

Reports to: Chief of Party

Salary Grade: 11

Country/Place: RD-Congo/Kinshasa

This post is contingent on donor funding and donor approval of the candidate.

About CRS

Catholic Relief Services is the official international humanitarian agency of the Catholic community in the United States. CRS works to *save, protect, and transform* lives in need in more than 100 countries, without regard to race, religion or nationality. CRS' relief and development work is accomplished through programs of emergency response, HIV, health, agriculture, education, microfinance and peacebuilding.

The Democratic Republic of the Congo (DRC) is one of the most populous, vast and resource rich countries in sub-Saharan Africa. Decades of conflict and other challenges over the past decades have left the Congo with 73% of its population living under the internationally recognized poverty rate of \$1.90 per day and 43% of children are malnourished due to inadequate social and health services. Given its fragility and weak institutions, the country is susceptible to health crises, including recent outbreaks of Ebola, measles, cholera and potentially COVID-19. CRS has operated in the DRC since 1961, successfully implementing programs in nutrition, agriculture, livelihoods, emergency, water, sanitation and hygiene (WASH), health, microfinance, and peacebuilding throughout the country.

CRS DRC plans to respond to USAID/Democratic Republic of Congo' anticipated Feed the Future Flagship Agriculture Activity which will be for 4 to 6 years with a total budget of \$50-99 million and will focus on two provinces, Kongo Central and Kasai Central. The project will aim to support economic growth from the agriculture sector that is inclusive and sustainable; strengthen resilience at an individual, community, national and systems-level; improve the nutritional condition of women and children. This position may be based in either Kinshasa or Kananga. This position is being posted both internationally and locally with a preference for Congolese nationals.

Job Summary:

As Deputy Chief of Party II, you will provide overall management of and have responsibility for Agriculture and Market Systems Development of the Feed the Future Flagship Agriculture Activity project, and act on behalf of the Chief of Party as needed, including global representation to the donor to serve the poor and vulnerable. Your management and technical knowledge will ensure the delivery of high-quality programming and advance the position of CRS as a leading agency in the Agricultural field with a specific attention to Market Systems Development. As a senior leader you will proactively manage security and mitigate security risks.

Roles and Key Responsibilities:

- Manage key aspects of the development, implementation and consolidation of the Feed the Future Flagship Agriculture Activity project. Serve as a point of contact to USAID as well as public, private and non-government stakeholders, when needed.
- Manage key functions of the project to meet donor expectations in terms of timely and quality results and budget. Contribute to ensuring coordination between program and operations leads. Contribute to ensuring the CRS program quality standards are adhered to per MEAL policy and procedures.
- Effectively manage talent and supervise. Manage team dynamics and staff well-being. Provide coaching and mentoring. Strategically tailor individual development plans and complete performance assessments for direct reports. Contribute to the development of staffing plans and the recruitment process of senior staff.
- Manage and mitigate risk through monitoring national and regional issues that may impact staff and programming. Ensure all staff understand and adhere to CRS staff safety and security policies and plans and ensure the updating of such plans.
- Promote, uphold and model a commitment to the efficient use of agency and donor resources. Help ensure compliance with USAID grants, including financial tracking and oversight of partner budgets, finance, administration and reporting to USAID.
- Maintain relationships with key staff of consortium partner organizations. Contribute to coordination of the roles and activities of staff from other consortium member organizations in implementation in line with CRS partnership principles.
- Create and maintain proper conditions for learning. Establish a safe environment for sharing of ideas, solutions, and difficulties and the capacity to detect, analyze and respond quickly to deficiencies. Identify performance gaps and training opportunities for CRS and partner staff and recommend trainings and technical assistance.

Basic Qualifications

- Master's degree in agriculture strongly preferred; degrees in International Development, International Relations or a relevant technical area are also welcome.
- 7 or more years' relevant management and technical experience.
- 5 years' experience managing donor funds, including multi country grants. Strong knowledge and experience in budget management.
- Previous experience managing contract mechanisms funded by USAID or a similar donor are highly desired.
- Recognized technical experience and qualifications in sector as demonstrated by peer reviewed publications, conference presentations etc.
- Demonstrated experience of successful management, including management of functions of complex, high-value, multi-activity projects, with complicated logistics.
- Staff management experience and abilities that are conducive to a learning environment. Experience coaching.

Required Languages – Fluency in English and at a minimum professional proficiency in French is required.

Travel - Must be willing and able to travel up to 35%, mostly internal travel within the Democratic Republic of Congo.

Knowledge, Skills and Abilities

- Strong strategic, analytical, systems thinking, and problem-solving skills, with capacity to see the big picture and ability to make sound judgment and decisions.
- Strong relations management abilities. Ability to relate to people at all levels internally and externally. Strategic in how you approach each relationship.
- Team leadership abilities with diverse/multi-disciplinary teams. Coaching skills.
- Proactive, resourceful, solutions-oriented and results-oriented.

Preferred Qualifications

- Experience engaging partners and strengthening partnerships. Knowledge of CRS partnership strategy a plus.
- Experience in MS Office package (Excel, Word, PowerPoint, Visio), Web Conferencing Applications, and information and budget management systems.

Agency REDI Competencies (for all CRS Staff):

Agency competencies clarify expected behaviors and attitudes for all staff. When demonstrated, they create an engaging workplace, help staff achieve their best, and help CRS achieve agency goals. These are rooted in the mission, values, and guiding principles of CRS and used by each staff member to fulfill his or her responsibilities and achieve the desired results.

- **Personal Accountability** – Consistently takes responsibility for one’s own actions.
- **Acts with Integrity** - Consistently models values aligned with CRS Guiding Principles and mission. Is considered honest.
- **Builds and Maintains Trust** - Shows consistency between words and actions.
- **Collaborates with Others** – Works effectively in intercultural and diverse teams.
- **Open to Learn** – Seeks out experiences that may change perspective or provide an opportunity to learn new things.

Agency Leadership Competencies :

- **Lead Change** – Continually looks for ways to improve the agency through a culture of agility, openness, and innovation.
- **Develops and Recognizes Others** – Builds the capacity of staff to reach their full potential and enhance team and agency performance.
- **Strategic Mindset** – Understands role in translating, communicating, and implementing agency strategy and team priorities.

Supervisory Responsibilities: this position is likely to have between 3-6 direct reports.

Key Working Relationships:

Internal – Chief of Party, project-level staff, Head of Programming, Country Representative, Head of Operations, MEAL Adviser, Finance Manager, Deputy Regional Director for Program Quality, Regional Technical Advisors, Donor Engagement Specialist, HQ based Public Donor Liaison.

External - Donors, partner INGOs and local NGOs, private sector partner, Government of DRC, and peer agencies.

Disclaimer: This job description is not an exhaustive list of the skill, effort, duties, and responsibilities associated with the position.

- ***CRS' talent acquisition procedures reflect our commitment to protecting children and vulnerable adults from abuse and exploitation.***
- ***CRS is an Equal Opportunity Employer®***
- ***« Our Catholic identity is at the heart of our mission and operations. Catholic Relief Services carries out the commitment of the Bishops of the United States to assist the poor and vulnerable overseas. We welcome as a part of our staff people of all faiths and secular traditions who share our values and our commitment to serving those in need. CRS' processes and policies reflect our commitment to protecting children and vulnerable adults from abuse and exploitation. »***
- Application files must include the offer number and must include a curriculum vitae with at least three (03) professional references, a copy of the ONEM job seeker card, a copy of the job seeker card voter, a copy of each diploma and professional certificate as well as a cover letter addressed to the Resident Representative of CRS in Kinshasa. Applications can be sent by email to cd_jobs@crs.org or recruitmentcrs@gmail.com no later than **October 10, 2024, at 5:00 p.m.**
- Only pre-selected candidates will be contacted by telephone or individual mail.

Done in Kinshasa, September 26, 2024

The direction