

## Vacancy announcement

<b>Position</b>	<b>Development Project Coordinator</b>	<b>Starting date</b>	February 2023
<b>Location</b>	Kabul, Afghanistan	<b>Type of contract</b>	Fixed-term Contract
<b>Contract duration</b>	12 months (renewable)	<b>Security Risk Level</b>	Very risky (4/4)

### About ACTED

Since 1993, as an international non-governmental organization, ACTED has been committed to immediate humanitarian relief to support those in urgent need and protect people's dignity, while co-creating longer term opportunities for sustainable growth and fulfilling people's potential. ACTED endeavors to respond to humanitarian crises and build resilience; promote inclusive and sustainable growth; co-construct effective governance and support the building of civil society worldwide by investing in people and their potential. We go the last mile: ACTED's mission is to save lives and support people in meeting their needs in hard to reach areas. With a team of 4,800 national staff 450 international staff, ACTED is active in 38 countries and implements more than 505 projects a year reaching over 20 million beneficiaries. More on [www.acted.org](http://www.acted.org)

### Position context and key challenges

In Afghanistan, ACTED's strategy combines emergency aid and development programming aiming at providing holistic assistance and at addressing the various challenges faced by the country, with the overall goal of alleviating poverty and building resilience. For 23 years, ACTED has remained committed to supporting Afghans through diverse programming such as good governance, building the capacity of civil society, rural development, and emergency humanitarian response. ACTED continues to strengthen stock piling, contingency planning and preparedness, in order to provide timely assistance for those affected by natural or man-made disasters.

#### **Providing emergency and recovery assistance for communities hit by conflict and natural disasters**

Natural disasters affect approximately 250,000 Afghans each year. In addition, the past years have seen an influx in military operations and offensives led by armed opposition groups, resulting in the displacement of 197,000 individuals in 2015. ACTED responds to emergency needs by providing conflict and natural disasters-affected populations with emergency assistance in the forms of food and non-food items, vouchers or cash distribution. ACTED's interventions also aimed at supporting recovery, through participatory approaches to building back shelters and water infrastructure damaged by natural disasters, as well as disaster risk reduction through training.

#### **Supporting the development of economic, education and livelihood opportunities for marginalised populations**

To support marginalized groups such as farmers, youth, and women, ACTED works with cooperatives and farmers to enhance governance, production, access to agricultural inputs and training in order to support the development of sustainable livelihood opportunities in rural areas. Vocational training, literacy classes, and support to small business development are also provided to hundreds of women and youth, and Self Help Groups every year, providing over women with safe and supportive space to develop business activities. ACTED is supporting education through the construction of Youth Development Centres, and formal and informal education opportunities to approximately 14,000 girls.

#### **Investing in governance and local civil society to improve service delivery and inclusive development**

ACTED vision for development is of an inclusive, vibrant civil society, and accountable government. Focus in Afghanistan is placed on empowering youth and women, through providing training on human rights, promoting volunteerism, facilitating sports and cultural events and the creation of grass-root organisations such as youth councils, aligned with government strategies and development plans. ACTED is a major facilitating partner of the National Solidarity Program, the flagship program of Afghanistan, that supports governance at the village level, and has established and empowered close to 3,000 Community Development Councils across the country. ACTED also works closely with local civil society organisations, building their capacity and developing joint projects to reach vulnerable communities.

In 2019, ACTED Afghanistan developed further its programming to respond to both emergency and development needs across the country. In particular, across the north and east of Afghanistan, ACTED continued to build on its access and presence at the closest of communities, built over decades, to implement a wide range of programmes to address the acute emergency needs of vulnerable conflict and disaster-affected and displaced households: food security, livelihoods, shelter and non-food items, water and sanitation infrastructure, hygiene promotion, education, and multi-purpose cash assistance have been provided to over 4.5 million beneficiaries. ACTED also continued to support communities with longer-term recovery and development efforts, through strengthening local governance, the construction of local infrastructure, vocational training, and agricultural, livelihoods and market support, including through its flagship AGORA programme.

### Key roles and responsibilities

The development Project Coordinator ensures all projects in the development run in a smooth and cost-efficient manner and in compliance with ACTED's and donors' procedures and legal requirements.

## **1. Development Project Implementation Follow-up**

### **1.1. Development Project Planning**

- a) Ensure timely organization of project kick-off and close-out meetings
- b) Ensure that all projects have an implementation strategy and work plan
- c) Together with Project Managers, plan the various stages of project implementation and
- d) set direction by prioritizing and organizing activities and resources to achieve project
- e) objectives

### **1.2. Development Project Implementation Follow-up**

- a) Oversee the implementation of [Sector] projects ensuring that technical requirements
- b) and quality standards are considered and respected during project implementation
- c) Anticipate and mitigate risks and implementation delays and provide ad-hoc support to
- d) project implementation through trouble shooting and eliminating blocking points
- e) Monitor output achievement, cash burn rates and ensure a timely completion of
- f) projects through review of PMFs, BFUs and project reports
- d) Ensure that contractual obligations are met in terms of project deliverables

### **1.3. Development Project Quality Control**

- a) Ensure the application of a practical field based M&E system/plan for each project
- b) Conduct frequent field visits to project sites to assess activities and ensure efficient use of resources
- c) Advise Project Managers to adapt projects according to monitoring and evaluation findings
- d) Advise on and assist with project reviews conducted by AMEU
- e) Together with the AMEU team, ensure capitalisation of best practices and lessons learnt for projects in the area of operations

### **1.4. Implementing Partners**

- a) Support the Project Managers to regularly review partnerships with implementing partners and ensure that any issues or disputes are resolved in a timely manner.
- b) Provide support to partners in project implementation and ensure timely and qualitative implementation of projects by partners in line with ACTED and donor requirements
- c) Lead review meetings with partners, with particular attention given to the relationship aspects of partnership collaboration

### **1.5. External Relations**

- a) Establish, maintain, and improve active and regular working relationships with local authorities and where necessary non-state actors and obtain required authorizations and buy-in for ACTED's activities
- b) Support, facilitate or undertake communication and liaison activities to actively consult and involve beneficiaries, key informants, actors, partners and stakeholders in all stages of project implementation
- c) Ensure that at all times contact with beneficiaries is conducted in a sensitive and respectful manner

## **2. Administrative and Operational Management of Project Implementation**

### **2.1. Finance**

- a) Review the project BFU(s) to avoid under/over spending
- b) Ensure accurate budget forecasting and expense planning

### **2.2. Logistics**



- a) Contribute to the development of project procurement plans
- b) Contribute to quality checks and procurement committees to finalise suppliers' selection according to applicable scenario
- c) Ensure timely procurement and adherence to rules of origin and nationality

### **2.3. Administration/HR**

- a) Participate in the transparent and timely recruitment of project staff (developing organigrams, ToRs, elaborating recruitment tests)
- b) Proactively support Project Managers and Area Coordinators to adapt the project staffing structure to needs and funding
- c) Ensure regular performance appraisal and career management of project teams
- d) Ensure a positive working environment and good team dynamics
- e) Manage interpersonal conflicts
- f) Ensure capacity building among project staff

### **2.4. Transparency/Compliance**

- a) Ensure project records and documents (FLAT files, beneficiary lists, donation certificates, attendance sheets etc.) are adequately prepared, compiled and filed according to ACTED procedures
- b) Ensure staff awareness and respect of ACTED's code of conduct and FLATS procedures

### **2.5. Security**

- a) Together with the Security focal points, assess risks in the areas of project implementation and develop context specific MOSS and SOPs
- b) Ensure that project teams are aware of security threats and follow ACTED security policies, MOSS and SOPs accordingly

### **2.6. Implementing Partners**

- a) Support the FLATS team, Area Coordinators and Project Managers to ensure adherence to ACTED's policies and procedure, arranging training and induction as required
- b) Ensure that all budgetary issues between ACTED and partners are addressed and that mutually beneficial solutions are agreed upon in a timely manner
- c) In collaboration with the FLATS team, review due diligence of partners or conduct new due diligence and develop appropriate time bound organisational development workplans
- d) Oversee the development of capacity building framework and action plans with full participation of partners
- e) Ensure partners provide all project documents required by ACTED and its donors in a timely manner and according to ACTED standards.

## **Required qualifications and technical competencies**

- At least four years of field experience in program management and coordination
- Demonstrated communication and organizational skills
- Ability to train, mobilize, and manage experienced staff;
- Flexibility and ability to multi-task under pressure;
- Ability to work well in unstable and frequently changing security environments;
- Willingness to work and live in often remote areas under basic conditions;
- Proven ability to work creatively and independently both in the field and in the office;

## **Conditions**

- Salary between 2700 and 2900€ monthly (before income tax), depending on the level of education, security level, etc as well as a monthly living allowance of \$300
- Accommodation and food provided in ACTED guesthouse
- Pension, health insurance, life insurance and repatriation assistance (& unemployment insurance for EU citizens)
- Flight tickets every 6 months & visa fees covered
- Contribution to the luggage transportation: up to 100 kgs, depending on the length of the contract
- Rest & Recuperation (R&R) every 2 months, flight tickets covered up to \$500 and allowance of \$200



- Annual leave of 25 to 43 days per year
- One week pre-departure training in ACTED HQ, including a 3-days in situ security training • Tax advice (free 30-minute call with a tax consultant) • Psychological assistance

### How to Apply

Please send your application including cover letter, CV and references to [jobs@acted.org](mailto:jobs@acted.org) under **Ref: PC DEV/AFG**