

Vacancy Announcement

Position	Country Logistics Manager	Starting date	February 2025
Location	Kabul, Afghanistan	Type of contract	Fixed term
Contract duration	12 months (renewable)	Security risk level	Very Risky (4/4)

About Acted

For the past 30 years, international NGO Acted has been going the last mile to save lives. Currently, Acted supports 20 million people across 43 countries to meet their needs in hard-to-reach areas - and pursues a triple mandate as a humanitarian, environmental and development aid actor. Acted relies on an in-depth knowledge of local territories and contexts to develop and implement relevant long-term actions, with a wide range of local and international partners, building together a "3ZERO" world: Zero Exclusion, Zero Carbon, Zero Poverty.

Position's context and key challenges

Established in Afghanistan since 1993, Acted currently operates across 20 provinces; reaching over 6.6 million beneficiaries in 2023 through 31 projects delivering humanitarian assistance and basic services. Afghanistan faces a complex humanitarian and development crisis driven by years of conflict, political instability, economic instability, and natural disasters.

Over two-thirds of the population lives in poverty, with 22.9 million in need of emergency assistance; including 14.8 million people facing acute food security. Afghanistan is also highly vulnerable to climate change, with increasingly frequent droughts, floods, and erratic weather patterns devastating agricultural production and water resources.

Acted has built a legacy of long-term access and community acceptance in some of Afghanistan's most peripheral and hard-to-reach areas; ensuring strong community-driven program. Acted's work is guided by 3 pillars : improving access to basic services, providing livelihoods and economic opportunities, and promoting effective nature-based solutions for climate change adaptation and mitigation; while utilising an area-based approach to provide an integrated, multisectoral emergency response.

Key roles and responsibilities

The Country Logistics Manager (CLM) is a key member of the Management Team at country level. Under the authority of the Country Director/Representative, the CLM is responsible for supply chain management intended to program implementation, as well as for logistical transversal management such as fleet, fuel, premises, assets & communication management. S/He should ensure compliance of all logistics operations in country with Acted logistics & donors' procedures, best practices & national regulations, with an emphasis given to the value for money principle. He/She will also lead, provide technical support and capacity building to the country logistics staff.

1. Supply chain management

a) Procurement: Ensure that any need should be delivered according to the defined chronogram, requested quality standards, and proper procurement scenario.

- For any procurement, guarantee the compliance of the supplier selection & related documentation as per Acted & donor's procurement guidelines.
- Build the sourcing capacity in the country and in the region, and maintain a supplier database accordingly.
- Coordinate the procurement cycle across the country with all stakeholders (program, finance, coordination, suppliers, etc.) from the planning stage, to contract signature until delivery completion; the Senior CLM is in particular arranging Procurement Committee sessions.
- Ensure constant availability of running supplies/services/works such as fuel, stationery, transportation means, etc. through framework contracts in particular.

- Manage traceability & reconciliation between orders, contracts & deliveries, and liaise with finance for problem solving.

b) Stocks & deliveries: Ensure appropriate storage network & stock management standards across the country

- Identify & settle warehouses/storage space based on needs.
- Ensure goods transportation means are secured as per needs.
- Coordinate & follow-up deliveries & liaise efficiently with suppliers for problem solving.
- Maintain a regular information across teams about stock levels & expected lead-times.
- Manage periodic inventories, stock clearance and investigations over discrepancies.

2. Transversal logistical management

a) Fleet & transportation: Deploy efficient transportation means across the country

- Anticipate vehicles needs and liaise with (Deputy) Country Director & Country Finance Manager to anticipate budgets accordingly.
- Maintain efficient monthly, weekly & daily planning & movements follow-up tools.
- Identify reliable external transportation companies.
- Control & optimize fleet costs.
- Coordinate an efficient maintenance framework across the country (in terms of operations as well as in terms of costs).
- Ensure administrative requirements are met toward customs and any other local authority when transporting goods/staff.
- Organize regular drivers training and refreshers.

b) Fuel: Manage fuel supply across the country; anticipate & mitigate fuel supply risks, including quality requirements.

c) Asset: Deploy an efficient asset allocation & maintenance plan across the country

- Anticipate needs for assets and liaise with (Deputy) Country Director & Country Finance Manager to anticipate budgets accordingly;
- Maintain an up-to-date asset inventory, including proper asset labelling; investigate and document any loss or damage.
- Manage random asset inventories to check the monthly asset follow-up reliability and take the needed corrective actions.
- Manage asset maintenance plans, control & optimize related costs.
- Organize regular staff trainings and refreshers (right use of computers & radios, installation & use of generators, etc);
- Manage assets donations, obsolescence & replacements over the time in compliance with internal & external regulations.

d) Premises: Ensure proper working & living conditions for all staff in each premise, always, by maintaining an efficient general services approach

- Identify & settle premises (offices, guesthouses & warehouses) based on geographical, operational, security, and financial criteria, in close liaison with Country Director and Country Finance Manager.
- Coordinate monthly inventories of other goods.
- Ensure that security & safety guidelines are applied in premises.

e) Communications & IT management: Deploy an efficient IT plan across the country based on Acted global standards.

- Anticipate communication & IT needs and liaise with (Deputy) Country Director & Country Finance Manager to anticipate budgets accordingly.

- Control & optimize communication & IT costs.
- Ensure administrative requirements are met toward local authorities for communication means in use.
- Ensure monthly data back-up (server, computers local data, emails, etc.).
- Guarantee that IT security standards are applied, and lead crisis management in country in close liaison with HQ if required.
- Organize IT staff regular training & refreshers.

3. Compliance & transparency

- Ensure Acted logistics manual is applied across the country and donors' specific requirements for logistics & procurement are met.
- Enforce a zero-tolerance policy regarding corruption and ensure adherence to Acted Code of Conduct and Anti-Fraud policy.
- Coordinate logistics TITANIC reporting on a monthly basis, and ensure checking the reliability & relevance of data reported.
- Organize a 6-month planning for field visits with clear ToRs, including ad hoc checks and written report following each visit.
- Organize regular logistics staff training & refreshers internally about Acted procedures, lessons learnt, FAQ, etc. across workshops or field visits.
- Capitalize on lessons learnt through memos, training module, etc. for continuous improvements of logistics compliance in country.
- Follow-up & update internal & external audit report for logistics.
- Ensure a timely and accurate logistics document flow in liaison with other FLAT departments.

4. Leadership

- Update the organigram of the logistics department according to the mission development;
- Plan & conduct logistics staff recruitments & appraisals; train & build capacities of logistics staff in country; identify staff with potential, and contribute to internal mobility strategy;
- Always actively promote strong & structured articulations with all teams for all logistics operations (program & finance in particular).
- Manage Implementing Partners relationship on logistics aspects such as procurement, stock & asset management, logistics reporting. Ensure the timely & exhaustive review of IPs logistics documentation.
- Represent Acted with relevant logistics and communication networks, actively building relevant relationships (logistics cluster, etc.)
- Actively participate in country level coordination meetings by reporting on progress, and risks.
- Contribute to donor proposals, budgets and reports.
- Contribute to Emergency Response planning and Contingency Planning efforts for logistics and procurement needs and execution.

Required qualifications and technical competencies

- At least 2-3 years of working experience in logistics, supply chain management and/or security management and procedures;
- Ability to train, mobilize, and manage both international and national staff;
- Flexibility and ability to multi-task under pressure;
- Ability to work well in unstable and frequently changing security environments;
- Advanced proficiency in written and spoken English;
- Previous experience abroad is an asset.

Conditions

- Salary between 3800 and 4000€ 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 4-days in situ security training
- Tax advice (free 30-minute call with a tax consultant)
- Psychological assistance

How to Apply

Please send your application (cover letter + resume) to jobs@acted.org under **Ref: CLM/AFG**