

Vacancy Announcement

Position	Country Project Development Manager	Starting date	September 2026
Location	Kabul, Afghanistan	Type of contract	Fixed term
Contract duration	12 months (renewable)	Security risk level	Very Risky (4/4)

About Acted

Who we are

Acted works with 19 million people across 43 countries at the intersection of humanitarian, development, climate and environmental programming. We draw on deep contextual knowledge and embrace emerging technologies to save lives, alleviate suffering, and protect and restore our planet. Working in collaboration with a growing ecosystem of local, national and international partners, we pursue one shared objective: a 3Zero World - Zero Exclusion, Zero Carbon and Zero Poverty.

Who we are looking for

You bring the core competencies required for classical humanitarian and development work, alongside an active climate and environmental conscience, and you can navigate the challenges that arise when human and environmental suffering intersect. You have an entrepreneurial mindset: you see opportunities, connect dots, adapt your approach to different environments, and take measured risks in pursuit of results. You balance principles with pragmatism, and ambition with humility.

Position's context and key challenges

Established in Afghanistan since 1993, Acted currently operates across 16 provinces: reaching over 4.4 million beneficiaries in 2025 through 15 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 live 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 Project Development Manager (PDM) positions Acted with donors and leads the development of project proposals in line with Acted's global and in-country program strategy and ensures proper grant management. The PDM ensures smooth internal communication and coordination with relevant departments and contributes to Acted external communication strategy.

1. Positioning and Fundraising

1.1 Context Analysis

- Analyse the country's socio-economic situation, (donor) trends, needs and gaps;
- Regularly conduct stakeholder analysis, in particular who does what and where (3W)
- Alert the Country Director of gaps and emerging needs in order to trigger assessments in a timely manner;

1.2 Strategy development

- Contribute to the development of a country programme strategy in alignment with Acted global/regional strategy;
- Assist the CD in identifying strategic opportunities for expanding Acted’s work in the country;

1.3 External relations

- Maintain active and regular working relationships with donors and act as point of contact for all donor communication, including the coordination of donor visits in the field;
- Maintain active and regular working relationships with other NGOs, UN agencies, clusters, working groups, Alliance2015, consortia and academia;
- Ensure the establishment and regular update of a directory of donors, international and local NGOs, other partners and stakeholders;
- Lead the reporting to national and local authorities as required by Acted registration/legal status in country;
- In the absence of Technical Coordinators, represent Acted in key clusters, working groups, HCT and (I)NGO coordination bodies.

1.4 Fundraising and proposal development

- Identify funding opportunities;
- Identify new donors for diversifying Acted donors’ portfolio including private companies and private foundations;
- Contribute to the identification of potential relevant international and/or local partners (private sector partners, national and international NGOs, think tanks, academia, etc.) to be included in proposals;
- Update on a monthly basis the Donor Follow Up (DFU) which documents latest negotiations and proposal possibilities with donors;
- Liaise with AMEU to contribute to the ToRs of assessments to be conducted for proposal development and ensure their input in the logframe development (in particular the formulation of SMART indicators);
- Oversee the development of fundraising documents (Expression of Interests, concept notes, proposals) in line with Acted country strategy and donor requirements and in close collaboration with Acted HQ GMU (Grant Management Unit) and finance;
- Liaise with Area Coordinators, Project Managers and Technical Coordinators to ensure that proposals are relevant and technically sound;
- Ensure that learning from previous projects (e.g. lessons learnt and best practices) is incorporated into new proposals;
- Ensure the involvement of FLATS teams in the development of fundraising documents, particularly finance for the budget and logistics in case of specific donor procurement rules.

1.5 Contracting

- Support the Country Director in negotiating proposals and/or contracts with donors;
- Address in a timely manner all comments by donors on proposals in liaison with relevant staff in country and Acted HQ GMU and finance;
- Read thoroughly all contracts before signature, seeking Acted HQ GMU and finance advice when required.

2. Grant Management

2.1 Contract follow-up

- Ensure that contractual obligations (including visibility requirements) and reporting deadlines are known and met by Programme, AMEU and FLATS team;
- When any issue is identified in meeting deliverables in the given timeframe and budget, inform relevant staff in country and seek Acted HQ Program Department advice on potential solutions that would meet donor rules.

2.2 Reporting

- Ensure project kick-off and close out meetings are conducted for each project;

- Oversee the development of quality narrative reports, reflecting the progress and status of projects in a transparent, timely and professional manner, in liaison with Acted HQ GMU and finance, which will contribute ultimately to steady cash inflow;
- Liaise with FLATS teams when preparing reports, esp. with finance to ensure greater coherence between financial and narrative reports by crosschecking the matching of data in the narrative and financial reports;
- Work in close relation with AMEU to incorporate AME data (incl. data on input, process, output, outcome and impact indicators, lessons learnt and best practices) in reports and review M&E reports from AMEU;
- Update monthly the Reporting Follow Up (RFU) and ensure smooth and regular communication with Acted HQ GMU;
- Ensure ad hoc requests from donors are addressed in liaison with the CD, Programme and support teams.

2.3. Partner Follow-up

- Liaise with partners to develop and sign relevant grant agreements in close coordination with Acted HQ GMU and finance;
- Ensure all potential partners have a clear understanding of what is expected in terms of reporting so as to comply with Acted and donor requirements and regulations;
- Ensure partners report to Acted in a timely and qualitative manner as per the requirements of the grant agreement.

3. Management and Internal Coordination

3.1. Staff Management

- Ensure that staff in the department understands and is able to perform its roles and responsibilities;
- Manage a team of Project Development Officers, Interns and Assistants delineating their responsibilities and follow-up the work plans and day-to-day activities;
- Ensure a positive working environment and good team dynamics;
- Manage interpersonal conflicts between departmental staff members;
- Undertake regular appraisals of staff and follow career management;
- Identify the PDD training needs, discuss plans with the coordination and HR for both internal and external trainings, and implement them according to PDD strategic and operational priorities;
- Coach, train, and mentor the PDD team with the aim of strengthening their technical capacity, exchanging knowledge within the PDD team and providing professional development guidance.

3.2. Internal Coordination and Communication

- Facilitate interdepartmental communication and information sharing from the Base, to the Area, Capital, and even up to the regional and HQ offices by ensuring implementation of Acted coordination mechanisms (WAM, MCM) and dissemination to relevant staff;
- Ensure these meeting minutes are sent monthly to HQ;
- Ensure regular and clear communication with Acted HQ GMU and finance to keep it updated about latest development, so that GMU can best advise you ahead of a task.

3.3. Filing

- Implement a filing system and ensure the proper filing of contractual project documents both in hard and soft copies;
- Together with AMEU, set up a Resource Centre at the office regularly updated with appropriate and relevant external and internal resources.

4. External Communication

- Oversee the PDD's contributions to Acted's external communication strategy by feeding regularly Acted HQ Communication Department with informal updates on projects, a flash news, pictures, articles on projects progress and/or specific events for Acted communication tools, including, but not limited to, Acted Newsletter, websites and Acted Annual Report;

- Ensure the continuum of PR activities, including formal presentations, engaging media for coverage on success stories, updating project-specific and regional fact sheets, and documenting publications featuring Acted in the media;
- Manage Acted’s in country communication activities including media visits, photographer’s mission, videos, etc.;
- Oversee the update and design of in country communication and visibility tools and publications, their dissemination and availability to Acted teams, as well as the capitalization of media and pictures of the mission;
- Follow, contribute to, draft and disseminate position papers, statements, reports and releases on Acted’s engagements and humanitarian advocacy, in line with Acted’s in country and global strategy as well as positioning, in close collaboration with the country director as well as HQ communication and programme departments.

Required qualifications and technical competencies

- Master Level education in a relevant field such as International Relations, Development or Political Science
- Previous experience in the humanitarian field, proposals development, grants management and donor relations are required
- Knowledge of the humanitarian aid system and ability to understand the donors systems
- External representation skills
- Ability to coordinate and manage a team
- Teamwork and team building skills, capacity building skills
- Ability to work independently and creatively in a multicultural context
- Strong oral and written communication skills, analytical skills
- Ability to work efficiently under pressure
- Previous field experience is required

Conditions

- Salary between 4000 and 4200€ 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: PDM/AFG**