

# Re-advertisement: DanChurchAid (DCA) seeks a dynamic, visionary, and experienced Country Director to lead our Country Programme in South Sudan

**Deadline:**  
19-07-2026

**Contact person:**  
Anne Hoff

**Place of Work:**  
Juba

*Are you ready to lead a team of humanitarian and development experts managing an 18 million USD (116 million DKK) operation in a challenging yet impactful context?*

DanChurchAid (DCA) seeks a dynamic, visionary, and experienced **Country Director** to lead its Country Programme in South Sudan. Based in **Juba** with frequent travel to the field, you will play a pivotal role in shaping and delivering DCA's mission in a country facing immense challenges and opportunities.

## About the Role

As Country Director, you will:

- Lead the **country management team**, ensuring a positive and productive work environment for **36 national and 10 international staff**.
- Drive the **strategic direction** of the programme, fostering synergy, quality, accountability, and innovation in its implementation.
- Manage **security risks**, monitoring and analysing the security landscape regularly.
- Build and nurture relationships with **donors**, stakeholders, and partners, identifying fundraising opportunities to support programme growth.

## South Sudan Context

South Sudan, independent since 2011, faces ongoing internal conflict, severe flooding, ethnic tensions, and displacement, compounded by the recent Sudan conflict that has resulted in over 1 million refugees and returnees. Despite these challenges, DCA has been a key humanitarian actor since 2007, working in states like Upper Nile, Unity, and Jonglei through diverse programming to save lives, build resilience, and fight extreme inequalities.

## What We Do

DCA's programme includes:

- **Cash transfer programming** and **market support initiatives**.
- **Protection, gender equality**, and **peacebuilding** efforts.
- **Agroecology** and **economic inclusion** projects.
- **Humanitarian Mine Action (HMA)**, including explosive ordnance risk education.
- Engagement with key stakeholders, including donors, UN agencies, the ACT Alliance, and South Sudan NGO forums.

## What We're Looking For

We seek a leader with:

- **5+ years' experience** in leadership and management at a Country Director or equivalent level.
- **10+ years' experience** managing humanitarian and development programmes, ideally in challenging environments like South Sudan.
- Expertise in **fundraising**, donor relations, and innovative approaches.
- Strong understanding of **DCA programming areas**, including the Triple Nexus approach, gender mainstreaming, rights-based programming, and Core Humanitarian Standards.
- Experience working with **local partners** and managing **self-implemented interventions**.
- Cultural sensitivity, exceptional communication skills, and a proven ability to build relationships across diverse stakeholders.
- A Master's degree in a relevant field.
- Fluency in English (oral and written).

## What We Offer

We are committed to providing a competitive and supportive package to ensure your success and well-being:

- **Contract Details:** A **two-year contract** with the possibility of extension, starting **as soon as possible**, to include a thorough handover period at **DCA headquarters** in Copenhagen and in **South Sudan**.

- **Comprehensive Compensation Package:**Competitive, salary aligned with international NGO standards.Comprehensive insurance coverage, including health, life, and accident insurance.Free, fully furnished housing in South Sudan.Annual return flights for home leave.Six weeks of paid vacation annually to ensure work-life balance.An attractive Rest and Recuperation (R&R) package, including time off and associated travel allowances.
- **Living and Working Conditions:**Accommodation in Juba, suitable for expatriate staff.**Rest and Recuperation (R&R)** entitlements, reflecting the challenging nature of the South Sudan context.Support for travel and logistics, including round-trip flights for your annual leave.
- **Workplace Support:**A collaborative, inclusive, and empowering work environment with a focus on **staff welfare** and maintaining a **healthy work-life balance**.Ongoing **security management** and support to ensure a safe working environment in a volatile context.

By joining DCA, you will become part of a global team committed to meaningful impact in some of the world's most pressing humanitarian and development challenges.

**The deadline** for applications 19th July 2026. 1st Interview and 2nd interview will be scheduled in early August, if you are selected for 2nd interview you shall make yourself available for a behavioural analysis approx. 30 min and feedback approx. 1 hour

*If you are indisposed for the interview process in early August, please indicate this in your motivation letter.*

Only applications uploaded through the recruitment system with motivation letter and CV will be considered and only short-listed candidates will be contacted.

For further information please visit our website, <http://www.danchurchaid.org> or contact Anne Hoff, Programme Director [annah@dca.dk](mailto:annah@dca.dk).

All interested candidates irrespective of age, gender, race, religion or ethnic affiliation are encouraged to apply for the vacancy.

Everyone applying for a job with DCA must be ready to comply with our Staff Policy on: Prevention of Sexual Exploitation, Abuse and Harassment and our Child Safeguarding Policy.

DCA conducts an anti-terror check as part of the recruitment process. It is a prerequisite that you can pass this check and maintain this status throughout your employment with us.

DanChurchAid is a not-for-profit organization dedicated to helping the world's poorest. We work to save lives, to build resilient communities, and to fight extreme inequality.