

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

Deadline:
27-05-2026

Contact person:
Anne Hoff

Place of Work:
Juba

Are you ready to lead a team of humanitarian and development experts managing an 16.5 million USD 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 96 national and 12 international staff.
- Drive the strategic direction of the programme, fostering constructive collaboration, 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 no later than **1 September 2026**, 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 is 27 May 2026. First Interview will be 1 June 2026 and second interview 8 June 2026. If you are selected for second interview, you will be invited for a behavioural analysis for approx. 30 min and feedback approx. 1 hour between 2 June 2026 and 7 June 2026. *If you are not able to participate on the above-mentioned dates, please let us know in your application.*

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, Acting Programme Director, at 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 organisation dedicated to helping the world's poorest. We work to save lives, to build resilient communities, and to fight extreme inequality.