



POSITION DESCRIPTION

Position Title: Ecological Systems Senior Manager
Duty Station: Kathmandu
Position Category: Full-time <input checked="" type="checkbox"/> Part-time <input type="checkbox"/> AND Regular <input checked="" type="checkbox"/> Temporary <input type="checkbox"/>
Salary Level:
Current Employee: N/A

BACKGROUND:

Mercy Corps is an international, non-governmental humanitarian relief and development agency that exists to alleviate suffering, poverty and oppression by helping people build secure, productive, and just communities. Mercy Corps works in more than 40 countries, and has been present in Nepal since 2005. In Nepal, Mercy Corps works to build the absorptive, adaptive, and transformative potential of vulnerable individuals and communities across the country. Through a systems-based approach to market development, financial services access, disaster risk reduction, climate change adaptation, and youth engagement, Mercy Corps builds resilience among target communities.

PROGRAM/DEPARTMENT SUMMARY:

Mercy Corps Nepal as the prime organization has been implementing a five-year program - "Promoting Agriculture, Health and Alternative Livelihood" (PAHAL) funded by USAID. PAHAL seeks to strengthen livelihoods, improve nutritional status and increase the capacity of vulnerable households to mitigate, adapt to and recover from shocks and stresses in communities with deep poverty and high rates of malnutrition in critical zones of the Mid-Western and Far-Western Regions of Nepal. The goal of the PAHAL program is: Vulnerable populations in the middle and high hills of Far-Western and Mid-Western Nepal are food secure. The target area of the program covers 14 districts in the Mid-West and Far-West regions of Nepal. The Mid-West region comprises of 7 districts - Surkhet, Dailekh, Pyuthan, Rolpa, Rukum, Salyan, and Jajarkot, while the Far-West region comprises of 7 districts: Dadeldhura, Doti, Accham, Baitadi, Bajhang, Bajura, and Darchula districts.

GENERAL POSITION SUMMARY:

The Ecological Systems (Ecosystems) Senior Manager will report directly to the Chief of Party (CoP) and, together with the program's Senior Management Team (SMT), help provide the overall leadership, management and strategic vision to the program. The Ecosystems Senior Manager will directly manage the component managers and resources under the Ecosystems unit, in addition to leading their existing responsibilities as a component manager, ensuring that activities within this unit are well integrated and coordinated at all levels. S/he will be expected to drive an innovative, integrated technical approach to program implementation that focuses on long-term change and sustained impact. In addition, together with the SMT, the Ecosystems Senior Manager will liaise and engage with government officials, implementing partners and other key stakeholders to ensure close coordination, collaboration and high visibility for the program.

As gender and social inclusion (GESI), governance and M&E are cross-cutting and core components of the PAHAL program, the Ecosystems Senior Manager is required to own these components and ensure GESI sensitivity and integration, governance practices and M&E systems are integrated into his/her work area.

ESSENTIAL JOB FUNCTIONS:

The specific duties and responsibilities of the Ecosystems Senior Manager include, but are not limited to, the following:

Strategy and Vision

- Under the guidance of the CoP, set direction by prioritizing and organizing actions and resources to achieve program objectives.



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- Under the guidance of the CoP and with support from the Resilience Director, develop and drive a coherent, integrated vision, ensuring innovation, influence and impact across the program areas.
- Support the development of annual, integrated strategic work-plans for the program.
- Under the guidance of the Resilience Director, adopt and support the roll out of a program-wide resilience-building framework to guide coordination and integrated implementation.

Program Implementation:

- Lead the development of detailed Ecosystem implementation plans, flowing from annual approved strategic work plans, and ensure the delivery of the same.
- Ensure that beneficiaries are effectively targeted according to established vulnerability criteria.
- With the SMT, drive the development and roll out of systems that support program quality and integrated implementation approaches across sectors, partners, and program geographies.
- Ensure that sound gender and social inclusion and good governance strategies are integrated across Ecosystem program interventions, where appropriate.
- Produce written reports on program activities, capturing the impacts of activities.
- Create and follow effective stakeholder management plans, ensuring sound and proactive communications with Mercy Corps Nepal, partner organizations, Government of Nepal authorities, and colleague agencies.

Monitoring & Evaluation (M&E) and Reporting:

- Document achievements/impact of innovative program components of the program.
- Lead reporting activities within the Ecosystems Unit in coordination with the Deputy Chief of Party

Representation and Coordination:

- Develop and maintain of positive relationships with the agencies and ministries within the Government of Nepal relevant to PAHAL's successful implementation.
- Together with the SMT, develop and implement clear communication and coordination plans that drive systematic coordination and information sharing with consortium partners, sub-grantees, local government and other implementers, as well as with other Mercy Corps programs.

Others

- Conduct himself/herself both professionally and personally in such a manner as to bring credit to the program and to not jeopardize its humanitarian mission;
- Oversee and ensure GESI aspects are addressed across institutional strategic and programmatic levels.
- Mercy Corps as a humanitarian agency is expected to respond as and when crisis and humanitarian situation engulfs. As an MC employee all staff are expected to be part of humanitarian and emergency response in addition to their regular roles and responsibilities in such situations.
- Other PAHAL duties as assigned by the Chief of Party and or Country Director.

ORGANIZATIONAL LEARNINGS: As part of Mercy Corps' agency-wide Organizational Learning Initiative, all team members are responsible for spending 5% of their work time in formal and/or non-formal professional learning activities.

ACCOUNTABILITY TO BENEFICIARIES: Mercy Corps team members are expected to support all efforts towards accountability, specifically to our beneficiaries and to international standards guiding international relief and development work while actively engaging beneficiary communities as equal partners in the design, monitoring and evaluation of our field projects.

SUPERVISORY RESPONSIBILITY: N/A

REPORTS DIRECTLY TO: Chief of Party



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WORKS DIRECTLY WITH: Resilience Director, Chief of Party, Deputy Chief of Party, M&E Manager, Resilience Program Coordinator, Finance & Compliance Manager, Sub-Award & Compliance Manager, Operations Manager, HR Team, Program Component Managers and, Mercy Corps Global Technical Support Unit (TSU) team members

ACCOUNTABLE TO: Chief of Party PAHAL, Position Description; National Staff Policy Handbook; Code of conduct and Mercy Corps policy and procedures.

KNOWLEDGE AND EXPERIENCE:

- Master's degree in international development, management, economic development or other relevant field.
- Proven technical competence in one of PAHAL's defined sectors, which include water infrastructure, Disaster Risk Reduction, Natural Resource Management or, earthquake preparedness.
- At least 5 years of experience in a senior management role on USAID or similarly funded large development project with experience in program management related to multi-sectorial program activities strongly required.
- A minimum of seven years' experience in one of the technical sectors mentioned above.
- Previous overseas experience on USAID or similarly funded large development projects
- Ability to clearly articulate impacts and benefits resulting from PAHAL's integrated, resilience focused strategy.
- Excellent spoken and written English and Nepali language skills and ability to interact effectively with international and national staff.
- Strong computer literacy with a full knowledge of office applications.
- Self-initiator and ability to work independently on several tasks with minimal supervision
- Strong organizational skills and demonstrated ability to multi-task and process information into action as to not delay program activities
- Demonstrated attention to detail, ability to follow procedures, meet deadlines and work independently and cooperatively with team members.
- Ability to work effectively with an ethnically diverse team in a sensitive environment
- Willingness to travel domestically across PAHAL districts as needed.

SUCCESS FACTORS:

The successful Ecosystems Senior Manager will combine exceptional management skills, technical expertise in an Ecosystems component, and experience in building and maintaining partner relationships. S/he will have an ability to think creatively about improving food security, community development and resilience. S/he will have experience managing and documenting integrated activities across sectors. Multi-tasking, prioritizing, problem solving and simultaneous attention to detail as well as strategic vision are essential.

The most successful Mercy Corps team members have a strong commitment to teamwork and accountability, thrive in evolving and changing environments and make effective written and verbal communication a priority in all situations. Mercy Corps Team members represent the agency both during and outside of work hours when deployed in a field posting or on a visit/TDY to a field posting. Team members are expected to conduct themselves in a professional manner and respect local laws, customs and MC's policies, procedures, and values at all times and in all in-country venues

LIVING CONDITIONS/ ENVIRONMENTAL CONDITIONS:

The position is based in Kathmandu. Mercy Corps Team members represent the agency both during and outside of work hours when deployed in a field posting or on a visit/TDY to a field posting. Team members are expected to conduct themselves in a professional manner and respect local laws, customs and MC's policies, procedures, and values at all times and in all in-country venues.



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SIGNATURES:

Employee

Date

Chief of Party

Date