

Country Manager – Sudan

About Landell Mills

Landell Mills (www.landell-mills.com) is an international consultancy providing a range of development-oriented services that assists countries and their peoples attain the sustainable development goals. We have been in business for 40 years and are active within most emerging and developing economies. We work with private and public sector clients on assignments lasting from a few days to several years. Our work is ordinarily financed by public agencies such as the EU, the UK FCDO and the Asian Development Bank. We provide multi-disciplinary services in project design; project management; fund/grant management; management of framework contracts; rapid mobilisation of expertise; technical advisory services; institutional strengthening; training and capacity building; research and studies; monitoring and evaluation; and communications and knowledge management.

We have four principal core skill areas. These are:

- Markets, enterprise and trade;
- Agriculture, fisheries, food security and nutrition;
- Environment, water, climate change and disaster risk reduction;
- Policy dialogue, regional integration and governance.

We provide our services from within these four thematically led teams and three further service-led teams (Divisions).

The company's head offices are in the UK and Ireland, with subsidiary and project offices in various locations throughout the world.

Landell Mills in Sudan

Landell Mills has been working in Sudan continuously since April 2013. We have seven staff based in our central Khartoum office – three of whom have been with us since 2013 - and two staff based in Kassala. We have had a Sudan country manager, predominantly based in Khartoum, since 2018.

Our work takes us to almost all Sudanese states, and we are one of the few international consultancies with a proven ability to work effectively in Sudan. Our clients in Sudan include or have included the EU, UN agencies, such as IFAD, UNICEF and WFP, as well as the bilateral development agencies of France and Italy. Our current portfolio of projects includes support to international aid programming, environmental governance, improving data for decision-making, improved livestock value chains through public private partnerships, provision of communications and visibility services, and monitoring and evaluation.

The position

The position provides the opportunity to work either full-time or predominantly in Khartoum as the Sudan Country Manager. If not permanently based in Khartoum, then the candidate can be nominally based in the UK - at our offices in Trowbridge, Wiltshire (we also have an office in Bristol) - or in Ireland - at our Blackrock offices outside Dublin.

Duties and responsibilities

The specific tasks of the role are to manage the company's activities in Sudan, although support to business development and projects outside of Sudan may be envisaged also.

Management of the Sudan country office will include the following tasks:

- Represent Landell Mills in Sudan to our clients and stakeholders, attending public (inc. government) or private sector meetings or fora where relevant to Landell Mills projects or interests.
- Seek new business opportunities, e.g. through meetings with donors and attending donor-run events; and present to external stakeholders on Landell Mills' work, using and updating periodically our Sudan-specific marketing materials.
- Prepare expressions of interest and proposals, including identifying and recruiting technical experts.
- Provide backstopping to projects in Sudan: managing contracts and client relationships, financial and technical reporting, invoicing, and ensuring effective knowledge sharing with Head Office.
- Oversee support to our international consultants travelling to Sudan, e.g. support on visas and permits, briefing consultants before and upon arrival on our facilities and working practices in Sudan, and addressing any issues that may arise during their visit.
- Optimise our resources in Sudan, including by effectively managing:
 - the Khartoum office;
 - in-country staff;
 - the Sudan bank account: allocating funds, budgeting and managing cashflow across the projects.
- Support the finalisation of the company registration process in Sudan.
- Undertake checks to ensure projects are in line with internal and external policies and procedures, e.g.:
 - Conduct due diligence and other anti-corruption actions to ensure we meet our ISO 37001 obligations;
 - Conduct country and project risk assessments, in alignment with our Duty of Care procedures.
- Monitor security in all areas of operation in country, using Sudan Government, UK FCDO, security service provider (Healix), and other external security advice when needed, and support the Company's in-country duty of care.

This description is a brief synopsis of the role and is not designed to be restrictive. Depending on your skills and experience, and the current portfolio, you may focus on one aspect more than another.

In doing the above, you will be expected to contribute positively to the company's profitable portfolio of work and its reputation for successful project acquisition and implementation. You will also be expected to contribute to internal knowledge sharing and communication. You will report to the UK-based Director of the Governance Division.

Candidates must have a right to work in the UK or Ireland or be permanently based in Sudan.

Person specification

Skills/abilities – interpersonal and qualifications	Essential / desirable attributes*
A graduate degree in a subject of relevance to the company's work	D
Organised with the ability to work to a high standard, with demonstrable experience in prioritising multiple tasks and meeting deadlines	E
Business orientated and numerate, with proven ability to reach financial targets on existing contracts	E
Good communication skills, comfortable and experienced in representing a company in front of senior clients and government	E
Flexible and willing to adapt to uncertain situations and shifting priorities	E
Co-operative and supportive team player, with a proven ability to manage staff performance	E
Perfect fluency in written and spoken English	E
Proficiency in Arabic	D
Fully IT literate – Excel and Word	E
Ability to produce accurate work to tight deadlines under pressure	E
Experience	
Experience in managing and delivering project contracts, which may have multiple clients/beneficiaries and involve management of expert inputs	E
Experience in the preparation and submission of project proposals	D
Experience of working in comparable international contexts	D

***Essential attributes (E):** Those without which a candidate would struggle to do the job. **Desirable attributes (D):** Those that would be useful, but are not essential, for the post-holder to possess.

What we offer

A candidate nominally based in the UK or Ireland will be offered:

- A full-time position (36.25 hours per week) within a company with highly developed expertise and experience;
- A competitive salary – commensurate with experience;
- A workplace pension;
- 24 days of holiday per year, exclusive of public holiday entitlement, rising to 25 with 2 years of service;
- Flexible working provisions (when in UK or Ireland).

Together with a variety of non-contractual benefits, including but not limited to:

- An annual bonus scheme;

- A holiday purchase and sale scheme.

Candidates wholly based in Sudan will be employed under Sudanese law with applicable terms and conditions.

How to apply

Please submit a short covering e-mail explaining why you wish to be considered for this position along with your full CV to hr@landell-mills.com and with '*SUD-CM – your name*' in the subject title. All communications and documents should be in English. Please also state your expected salary and when you may be able to take up the role.

The deadline for applications is 10 am BST on 22 August 2022. Applications will be reviewed on a rolling basis so early applications are encouraged.