



## UNDP South Sudan

### 2013 Annual Work Plan

Project name	Amount
Lakes State Stabilization Programme (LSSP)	USD 485,275.00

<p><b>Hon. Aggrey Tisa Sabuni</b> Minister Ministry of Finance, Commerce, Investment and Economic Planning Government of the Republic of South Sudan</p>	<p><b>Balázs Horváth</b> Country Director UNDP South Sudan</p>
<p>Signature: </p>	<p>Signature: </p>
<p>Date: 26.08.2013</p>	<p>Date: 21/8/2013</p>



**United Nations Development Programme  
South Sudan  
2013 Annual Work Plan**

**Project Title** Lakes State Stabilization Programme (LSSP)  
**UNDAF Outcome(s):** Violence is reduced and community security improves (Outcome 4)  
**Expected CP Output(s):** Post-conflict socio-economic infrastructure restored, economy revived and employment generated.  
**Implementing Partner:** UNDP  
**Responsible Parties:** UNDP

**Brief Description**

The Lakes State Stabilization Programme (LSSP) is a UN Joint Programme that aims to increase security and reduce level of ethnic conflict in Lakes State by:

1. Karich-Poloch-Amok Piny-Panyjar and Aluakluak-AkuocCok roads constructed and surfaced (implemented by WFP);
2. Four hafirs (30,000m<sup>3</sup> each) and 16 boreholes in Ngok-Jak, Agar, Nyankot and Abririu constructed (implemented by UNOPS); and
3. Two county police stations in Awerial and Mapear and five payam police stations in Adior, Amongping, Malek, Billing and Yiar-dong, as well as seven courts in Mapear, Wulu, Nyang, Awerial, Rumbek Center, Cuelbet, and Rumbek East constructed and equipped (implemented by UNOPS).

As the Coordinating Agency of the LSSP, UNDP oversees, coordinates, monitors and provides technical support to the implementation of LSSP Outputs, through close collaboration with the Lakes State Government, WFP and UNOPS.

Programme Period:	2012-2016	2013 AWP budget:	USD 485,275
Programme Component:	Crisis Prevention and Recovery	Total resources required:	USD 485,275
Atlas Award ID:	00064379	Total allocated resources:	USD 485,275
Start Date:	1 January 2013	• Regular:	USD 0
End Date:	31 December 2013	• Other:	USD 485,275
		○ Donor (SSRF)	
		○ Government	
PAC Meeting Date:	04 Dec. 2012	Unfunded budget:	N/A
Management Arrangements:	DIM	In-kind contributions:	Stabilization Advisor seconded by UK/DFID

Agreed by: Ministry of Finance, Commerce, Investment and Economic Planning

Agreed by: UNDP

## 1. ANNUAL WORKPLAN YEAR: 2013

EXPECTED OUTPUTS <sup>1</sup> UNDER UNDP	PLANNED ACTIVITIES	TIMEFRAME				RESPONSIBLE PARTY	PLANNED BUDGET		
		Q1	Q2	Q3	Q4		Funding Source	Budget Description	Amount
		<p><b>Output 1 (LSSP Output 4):</b> Oversight, coordination, monitoring and technical support to programme implementation with state government counterparts</p> <p><b>Baseline:</b> Limited state government capacity for oversight, coordination and monitoring of large programmes</p> <p><b>Indicators:</b></p> <ul style="list-style-type: none"> <li>- % delivery</li> <li>- No. of Programme Board meeting minutes approved and signed by LSSC</li> <li>- No. of consolidated Quarterly reports shared with LSSC</li> </ul> <p><b>Targets:</b></p> <ul style="list-style-type: none"> <li>- 100% delivery by the end of the project lifespan</li> <li>- One Programme Board meeting per quarter</li> <li>- One consolidated quarterly progress report shared with LSSC and other stakeholders</li> </ul> <p><b>Related CP outcome:</b> Violence is reduced and community security improves</p>	<p>Activity Result 1: State government counterparts fully engaged in oversight, coordination and monitoring of programme implementation</p> <p>1. Oversight, coordination and monitoring implementation of LSSP Outputs with state government counterparts</p> <p>2. Provide technical support on implementation of the LSSP</p> <p>3. Consolidation and submission of annual and quarterly reports to the SSRF Steering Committee</p> <p>4. Perception surveys implemented in target sites</p>	x	x				UNDP

<sup>1</sup>WFP serve as PUUNO for the implementation of Output 1, and UNOPS serve as PUUNO for the implementation of Outputs 2 and 3 of the revised LSSP Joint Programme Document. These three outputs are not reflected in this Work Plan as it only reflects outputs managed/implemented by UNDP.

EXPECTED OUTPUTS UNDER UNDP	PLANNED ACTIVITIES	TIMEFRAME				RESPONSIBLE PARTY	PLANNED BUDGET	
		Q1	Q2	Q3	Q4		Funding Source	Amount
<b>TOTAL</b>								USD 485,275

Note: The totals and subtotals may vary due to decimal points charged to cost recovery based on percentages.

The programme is coordinated and monitored by UNDP in compliance with United Nations Development Groups' guidance on UN joint programming and under UNDP's Direct Implementation (DIM) modality, in close collaboration with the designated counterparts in the Lakes State Government, participating UN organizations and implementing partners. As Coordinating Agency of the LSSP, UNDP is responsible for oversight, coordination and monitoring programme implementation, as well as providing technical support to the state government. **UNDP does not directly implement programme outputs under the LSSP.**

WFP serve as the PUNO for implementing Output 1 of the LSSP - i.e. construction and surfacing of the Karich-Poloch-Amok Piny- Panyjar and Aluaknuak-Akuocok roads through a labour based and mechanized approach. The United Nations Office for Project Services (UNOPS) serves as the PUNO for implementing Outputs 2 and 3 of the LSSP, as follows:

**Output 2:** Four hafirs (30,000m<sup>2</sup> each) and 16 boreholes in Ngok-Jak, Agar, Nyankot and Abritin constructed.

**Output 3:** Two county police stations in Awetal and Mapear and five payam police stations in Adior, Amongping, Malek, Billing and Yar-dong, as well as seven courts in Mapear, Wulu, Nyang, Awetal, Rumbek Center, Cuelbet, and Rumbek East constructed and equipped

Programmatic and fiduciary responsibility for the management and implementation of LSSP Outputs 1 lies with WFP, and of Outputs 2 and 3 lies with UNOPS, in accordance with WFP and UNOPS's programme and operations policies, procedures, rules and regulations.<sup>2</sup>

The Programme Board of the LSSP is composed of following three roles: (1) Senior Executive, (2) Senior Beneficiary and (3) Senior Supplier. The LSSP Board is chaired by the Lakes State Minister of Finance and co-chaired by UNDP as the Coordinating Agency of the LSSP, as the 'Senior Executives' of the Board. SSRF donors, WFP and UNOPS are members of the LSSP Board, through the 'Senior Supplier' role. The Ministers of the Lakes State's Ministry of Local Government (L-MoLG) and Ministry of Physical Infrastructure (L-MoPI) are key members of the Lakes State Steering Committee (LSSC), and serve the 'Senior Beneficiary' role in the LSSP Board. The Programme Board will meet quarterly or as requested by the Chair and Co-Chair of the Board, and is responsible for making decisions by consensus on the implementation of the LSSP, when guidance is required by members of the Board. The LSSC, chaired by the Lakes State Minister of Finance, is the state-level forum for planning, coordination, oversight and monitoring the implementation of the LSSP. This arrangement ensures the Lakes State Government's ownership of the programme, as well as the LSSP's compliance with plans and priorities of the state government. Accordingly, the LSSC serves as the forum for LSSP Board meetings, and includes representation from the L-MoF, L-MoLG and L-MoPI, UNDP, WFP, UNOPS, SSRF Donors and other relevant stakeholders as appropriate.

The overall programme organisation structure is as follows:



<sup>2</sup>LSSP Outputs 1, 2 and 3 are not detailed in UNDP's Annual Work Plan.

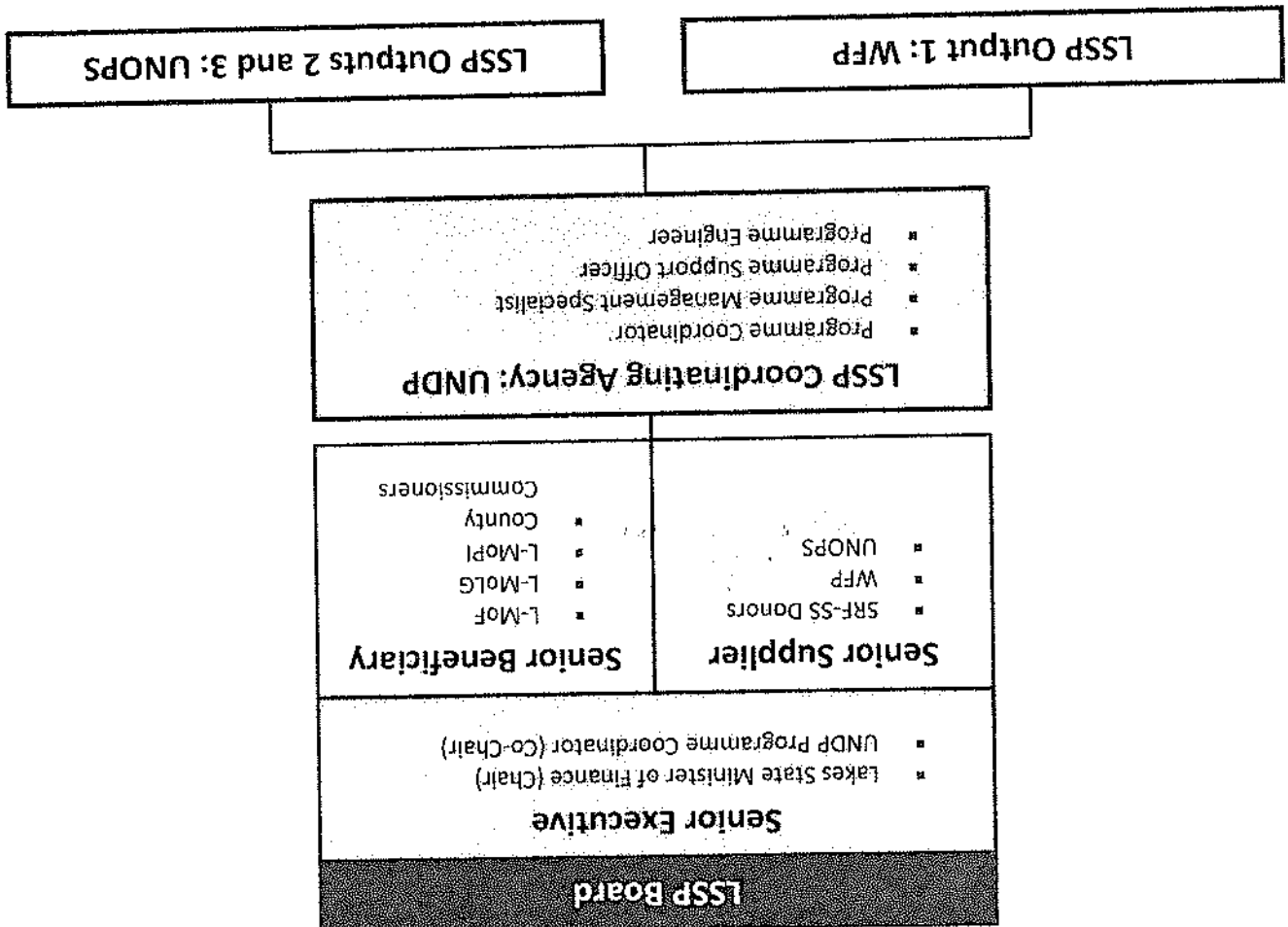
- Consultations and/or interviews with state authorities, PUNOs, implementing Partners/contractors and key representatives of target communities/vulnerable groups.
- Field missions, spot checks and inventory of procured assets and services in project sites.
- Review of financial expenditures and receipts; accounting, procurement and recruitment records.
- Minutes of coordination and other relevant meetings on the project.

*Key monitoring activities include:*

In order to reduce timing and transaction costs for state authorities, monitoring activities will be carried out as a joint or collaborative effort among primary stakeholders – i.e. Lakes State Ministries, UNDP, WFP and UNOPS – whenever possible. Joint monitoring efforts will be coordinated by the LSSC with the support of the UNDP Programme Coordinator.

**Monitoring:** Standard processes for monitoring development results has been modified in order to account for potential sensitivities and constraints of the post-conflict and security situation in Lakes State and thereby, ensure an appropriate balance between a fixed and flexible approach. UNDP, as **Coordinating Agency of the LSSP, is responsible for overall monitoring of progress towards the LSSP Outcome and Outputs.** Monitoring and reporting on WFP and UNOPS's respective LSSP Outputs is the responsibility of both organizations, respectively.

### III. MONITORING FRAMEWORK AND EVALUATION



**A Risks and Issues Log** shall be activated in Atlas and updated by the UNDP Programme Support Officer in conjunction with the Programme Management Specialist and Stabilization Advisor to facilitate tracking and resolution of potential problems or requests for change.

**Annual and Quarterly Reports:** As specified in the UNDG guidelines and explanatory note for Standardized Progress and Financial reporting, respectively, harmonized reporting formats will be adapted and developed by UNDP, through consultations with the SSRF Technical Secretariat, Lakes State Steering Committee, WFP and UNOPS. WFP and UNOPS are responsible for progress and financial reporting in relation to their respective LSSP Outputs, on a quarterly basis. UNDP is responsible for consolidating and submitting progress and financial reports on a quarterly basis and annual basis, in line with the agreed formats.

**Monitoring Reports:** A harmonized monitoring reporting format will be developed by UNDP as the Coordinating Agency, through consultations with the SSRF Technical Secretariat, Lakes State Steering Committee, WFP and UNOPS. Monitoring missions will be conducted on a monthly basis or as required. UNDP will plan and lead outcome monitoring through the implementation of perception surveys at target sites with government and programme partners and other relevant stakeholders.

**Evaluation:** An independent evaluation team will be contracted to review and evaluate the 'Outcome' of the LSSP, following its expiration. The evaluation team will be comprised of international experts, or subcontracted to a specialized agency/institution. All members of the team will be independent, with absolutely no connections to the design, formulation or implementation of the LSSP. The team will not include UN personnel, Goss civil servants, or any other person or entity that is directly or indirectly related to the LSSP.

### Quality Management for Project Activity Results :

Output 2 (LSSP Output 4): Oversight, coordination, monitoring, evaluation and technical support	
Activity Result 1 (Atlas Activity ID)	Oversight, coordination, monitoring, technical support provided to LSSP implementation
Purpose	<ul style="list-style-type: none"> <li>Provide quality oversight and monitoring of the programme implementation</li> <li>Ensure Lakes State Government's ownership of the programme, as well as the LSSP's compliance with plans and priorities of the state government</li> <li>Create an open forum for discussion with state authorities on the progress, challenges and risk hindering the achievement of the LSSP's expected outcome</li> </ul>
Description	<ul style="list-style-type: none"> <li>Conduct LSSP Board meetings jointly with the Lakes State Government</li> <li>Provide quarterly progress reports, concept notes, and/or any assessment report related to the LSSP implementation process for discussion with the Programme Board members</li> </ul>
Quality Criteria	<p>How/with what indicators the quality of the activity result will be measured?</p> <p>Means of verification. What method will be used to determine if quality criteria has been met?</p>
Date of Assessment	When will the assessment of quality be performed?
Annual Report	Annual Report
Quarterly	Progress and financial reports
Monthly or as required	Monitoring Reports
Quarterly	LSSP Programme Board meetings and their minutes
As required	Letters submitted by the state government counterparts on implementation of LSSP
Quarterly	SSRF Steering Committee meeting minutes
Monthly or as required	<ul style="list-style-type: none"> <li>Community satisfaction and support of the activities implemented on the ground</li> <li>Meetings with direct beneficiaries</li> <li>Meetings with officials deployed to project sites</li> <li>Interviews with officials deployed to project sites</li> <li>Meetings with County/Payam's officials</li> <li>Monitoring reports</li> <li>Perception Surveys</li> </ul>

**IV. LEGAL CONTEXT**

Consistent with the Article III of the Standard Basic Assistance Agreement, the responsibility for the safety and security of the implementing partner and its personnel and property, and of UNDP's property in the implementing partner's custody, rests with the implementing partner.

The implementing partner shall:

- a) put in place an appropriate security plan and maintain the security plan, taking into account the security situation in the country where the project is being carried;
- b) assume all risks and liabilities related to the implementing partner's security, and the full implementation of the security plan.

UNDP reserves the right to verify whether such a plan is in place, and to suggest modifications to the plan when necessary. Failure to maintain and implement an appropriate security plan as required hereunder shall be deemed a breach of this agreement.

The implementing partner agrees to undertake all reasonable efforts to ensure that none of the UNDP funds received pursuant to the Project Document are used to provide support to individuals or entities associated with terrorism and that the recipients of any amounts provided by UNDP hereunder do not appear on the list maintained by the Security Council Committee established pursuant to resolution 1267 (1999). The list can be accessed via <http://www.un.org/Docs/sc/committees/1267/1267ListEng.htm>. This provision must be included in all sub-contracts or sub-agreements entered into under this Project Document.

**V. ANNEXES:**

- ANNEX I RISK ANALYSIS
- ANNEX II MONITORING FRAMEWORK
- ANNEX III STAFFING LIST



## ANNEX I: RISK ANALYSIS

No.	Description	Type	Impact & Probability (I = Low, 5 = High)	Countermeasures/Management Response	Owner
1	Weak capacity of state government counterparts.	POLITICAL	P=5 I=5	Strengthen capacity of state government counterparts by maintaining close communication, enhancing partnerships and mentoring throughout project implementation.	UNDP, UNOPS, PACT and contractors
2	High operational costs and delays in project implementation due to logistical constraints (e.g. difficult weather condition and inaccessibility to project sites) and security concerns in target sites.	FINANCIAL and OPERATIONAL	P=5 I=5	Plan construction works to be implemented during dry seasons; UNDP, UNOPS and PACT to regularly monitor security situation in target areas; and explore/mobilize additional funding to cover potential short-falls of funding and delays in project implementation.	UNDP, UNOPS, PACT
3	Delays in procurement and disbursement.	OPERATIONAL	P=4 I=4	Ensure regular follow-up and monitoring on programme implementation, and address bottlenecks and constraints through the EESP Board.	UNDP, UNOPS and PACT
4	Difficult environment condition to sustain project outcomes (e.g. black cotton soil lead to rapid depreciation of roads during the wet season).	ENVIRONMENTAL	P=4 I=4	Conduct assessments and sampling (e.g. soil testing) and identify alternatives (e.g. use mixture of different type of soil, import construction materials from neighbouring countries, etc) to enhance sustainability of project outcomes.	UNDP, UNOPS, PACT and contractors
6	Delays in establishing implementation arrangements with counterparts.	ORGANIZATIONAL	P=4 I=3	Establish standard frameworks on implementation arrangements.	UNDP, UNOPS and PACT
7	Economic factors including fluctuation of interest rate and exchange rate and inflation.	FINANCIAL	P=2 I=2	Monthly monitoring of interest rate and currency exchange rate fluctuations.	UNDP Programme Coordinator and Finance Associate

## ANNEXII: MONITORING FRAMEWORK

Outputs/Activities	Baselines & Indicators	Means of Verification	Collection Methods	Responsibilities	Risks & Assumptions
<b>LSSP Output 1:</b> Karich-Poloich-Amok Piny- Panyjar and Aluakluak-AkuocCok roads constructed and surfaced	<b>Baseline:</b> Limited to no road access to conflict prone areas <b>Indicators:</b> - Improved access to conflict prone communities - Increase in traffic - Improved security and reduced level of conflict - Increased employment rate	<ul style="list-style-type: none"> <li>▪ LSSC meeting minutes</li> <li>▪ Progress and financial reports</li> </ul>	<b>Quarterly:</b> - LSSC Meeting minutes - Consolidated progress and financial reports	<ul style="list-style-type: none"> <li>▪ LSSC</li> <li>▪ UNDP Programme Coordinator</li> <li>▪ UNDP Stabilization Advisor</li> <li>▪ UNDP Programme Management Specialist</li> <li>▪ UNDP Programme Support Officer</li> <li>▪ WFP</li> </ul>	The following risks affect all four LSSP Outputs: <ul style="list-style-type: none"> <li>▪ Delays due to budgetary constraints and/or logistical challenges</li> <li>▪ Limited accessibility to project sites due to difficult weather conditions</li> <li>▪ Implementation and/or reporting delays by PUNOs/IPs and/or their contractors</li> </ul>
<b>LSSP Output 2:</b> Four haffirs (30,000m <sup>3</sup> each) and 16 boreholes constructed in Ngok-Jak, Agar, Nyankot and Abriru	<b>Baseline:</b> No haffirs and boreholes in conflict prone areas <b>Indicators:</b> - Improved access to water sources - Reduced level of ethnic conflict in target sites	<ul style="list-style-type: none"> <li>▪ Monitoring reports</li> </ul>	<b>Monthly/as required:</b> - Consultations/Interviews - Field missions/Spot checks/Inventory - Financial receipts & accounting records	<ul style="list-style-type: none"> <li>▪ LSSC</li> <li>▪ UNDP Stabilization Advisor</li> <li>▪ UNDP Engineer</li> <li>▪ UNDP Programme Support Officer</li> <li>▪ WFP</li> </ul>	<ul style="list-style-type: none"> <li>▪ Security concerns in the project sites</li> <li>▪ Inadequate organizational and administrative record keeping</li> <li>▪ Increase in ethnic tensions, leading to increase in hostilities</li> <li>▪ Limited national ownership and/or</li> </ul>
		<ul style="list-style-type: none"> <li>▪ LSSC meeting minutes</li> <li>▪ Progress and financial reports</li> </ul>	<b>Quarterly:</b> - LSSC Meeting minutes - Consolidated programmatic and financial reports	<ul style="list-style-type: none"> <li>▪ LSSC</li> <li>▪ UNDP Programme Coordinator</li> <li>▪ UNDP Stabilization Advisor</li> <li>▪ UNDP Programme Management Specialist</li> <li>▪ UNDP Programme Support Officer</li> <li>▪ UNOPS</li> </ul>	
		<ul style="list-style-type: none"> <li>▪ Monitoring reports</li> </ul>	<b>Monthly/as required:</b> - Consultations/Interviews - Field missions/Spot	<ul style="list-style-type: none"> <li>▪ LSSC</li> <li>▪ UNDP Stabilization Advisor</li> </ul>	

Outputs/Activities	Baselines & Indicators	Means of Verification	Collection Methods	Responsibilities	Risks & Assumptions
<p><b>LSSP Output 3:</b> Two county police stations in Awerial and Mapear and five payam police stations in Adior, Amongping, Malek, Billing and Yiar-dong, as well as seven courts in Mapear, Wulu, Nyang, Awerial, Rumbek Center, Cueibet, and Rumbek East constructed and equipped.</p>	<p><b>Baseline:</b> Poor condition and/or no security and rule of law infrastructure in conflict prone, target areas</p> <p><b>Indicators:</b></p> <ul style="list-style-type: none"> <li>- Increased presence of state government authorities in conflict prone areas</li> <li>- Improved security and reduced level of conflict in target sites</li> </ul>	<ul style="list-style-type: none"> <li>▪ LSSC meeting minutes</li> <li>▪ Progress and financial reports</li> </ul>	<p>checks/inventory</p> <ul style="list-style-type: none"> <li>- Financial receipts &amp; accounting records</li> </ul> <p><b>Quarterly:</b></p> <ul style="list-style-type: none"> <li>- LSSC Meeting minutes</li> <li>- Progress and financial reports</li> </ul>	<ul style="list-style-type: none"> <li>▪ UNDP Engineer</li> <li>▪ UNDP Programme Support Officer</li> <li>▪ UNOPS</li> <li>▪ LSSC</li> <li>▪ UNDP Programme Coordinator</li> <li>▪ UNDP Stabilization Advisor</li> <li>▪ UNDP Programme Management Specialist</li> <li>▪ UNDP Programme Support Officer</li> <li>▪ UNOPS</li> </ul>	<p>maintenance due to capacity and/or resource constraints</p> <ul style="list-style-type: none"> <li>▪ Differences in institutional requirements for reporting</li> <li>▪ Lack of agreement on scope of evaluation/joint review missions</li> </ul>
<p><b>LSSP Output 4:</b> Oversight, coordination, monitoring and technical support provided</p>	<p><b>Baseline:</b> Limited state government capacity for oversight, coordination and monitoring of large programmes</p> <p><b>Indicators:</b></p> <ul style="list-style-type: none"> <li>- % delivery</li> </ul>	<ul style="list-style-type: none"> <li>▪ Monitoring reports</li> <li>▪ Annual report</li> </ul>	<p><b>Monthly/as required:</b></p> <ul style="list-style-type: none"> <li>- Consultations/Interviews</li> <li>- Field missions/Spot checks/inventory</li> <li>- Financial receipts &amp; accounting records</li> </ul> <p><b>Annual:</b> Consolidated quarterly progress and financial reports</p>	<ul style="list-style-type: none"> <li>▪ LSSC</li> <li>▪ UNDP Stabilization Advisor</li> <li>▪ UNDP Engineer</li> <li>▪ UNDP Programme Support Officer with the support of the Stabilization Advisor</li> <li>▪ UNOPS</li> <li>▪ LSSC</li> <li>▪ UNDP Programme Coordinator</li> <li>▪ UNDP Stabilization Advisor</li> <li>▪ UNDP Programme Management Specialist</li> <li>▪ UNDP Programme</li> </ul>	

Outputs/Activities	Baselines & Indicators	Means of Verification	Collection Methods	Responsibilities	Risks & Assumptions
	<ul style="list-style-type: none"> <li>- Improved security in target sites</li> </ul>	<ul style="list-style-type: none"> <li>▪ LSSC meeting minutes</li> <li>▪ Progress and financial reports</li> </ul>	<p><i>Quarterly:</i></p> <ul style="list-style-type: none"> <li>- LSSC Meeting minutes</li> <li>- Consolidated progress and financial reports</li> </ul>	<p>Support Officer</p> <ul style="list-style-type: none"> <li>▪ LSSC</li> <li>▪ UNDP Programme Coordinator</li> <li>▪ UNDP Stabilization Advisor</li> <li>▪ UNDP Programme Management Specialist</li> <li>▪ UNDP Programme Support Officer</li> <li>▪ WFP</li> <li>▪ UNOPS</li> </ul>	
		<ul style="list-style-type: none"> <li>▪ Monitoring reports</li> </ul>	<p><i>Monthly/as required:</i></p> <ul style="list-style-type: none"> <li>- LSSC Meeting minutes</li> <li>- Consultations/Interviews</li> <li>- Field missions/Spot checks/Inventory</li> <li>- Financial receipts &amp; accounting records</li> </ul>	<ul style="list-style-type: none"> <li>▪ LSSC</li> <li>▪ UNDP Stabilization Advisor</li> <li>▪ UNDP Engineer</li> <li>▪ UNDP Programme Support Officer</li> </ul>	
		<ul style="list-style-type: none"> <li>▪ Assessments and studies</li> </ul>	<p><i>As needed:</i></p> <ul style="list-style-type: none"> <li>- Assessments, studies, surveys</li> </ul>	<ul style="list-style-type: none"> <li>▪ LSSC</li> <li>▪ UNDP Programme Coordinator</li> <li>▪ UNDP Stabilization Advisor</li> <li>▪ UNDP Programme Management Specialist</li> <li>▪ UNDP Programme Support Officer</li> <li>▪ WFP</li> <li>▪ UNOPS</li> </ul>	

Outputs/Activities	Baselines & Indicators	Means of Verification	Collection Methods	Responsibilities	Risks & Assumptions
		<ul style="list-style-type: none"> <li>Evaluation/Joint review</li> </ul>	End of Project: - Joint Review Team - Evaluation consultancy	<ul style="list-style-type: none"> <li>SSRF Technical Secretariat</li> <li>LSSC</li> <li>UNDP</li> <li>Donors</li> </ul>	

### ANNEXE III: UNDP STAFFING LIST

No.	Title of Position	International / National	Contract Type	No. of Months	Programme Costs	% to be charged to LSSP	Outputs Supported	Duty Station
1	Programme Coordinator	International	P4	12	USD 304,951	25%	1, 2&3	Juba
2	Stabilization Advisor	International	Secondment	12	N/A (in-kind contribution from DFID)	0%	1, 2&3	Kuajok
3	Programme Management Specialist	International	P3	12	USD 267,151	25%	1, 2&3	Juba
4	Programme Support Officer	International	UNV	12	USD 80,000	25%	1, 2&3	Juba
5	Programme Engineer	International	UNV	12	USD 80,000	100%	1, 2&3	Rumbek
6	Programme Associate	National	SB 3/5	12	USD 23,558	25%	1, 2&3	Juba
7	Driver	National	SB1	12	USD 9,206	100%	1, 2&3	Rumbek