

Programme Manager, Sustainable Environmental Management and Resilience

Organisational context

Savana Signatures is a Ghana-based non-profit organisation that designs and delivers ICT-enabled development programmes in partnership with government, communities, civil society, and private sector actors. The Programme Manager is accountable for portfolio-level delivery, technical quality, compliance, and learning, contributes to partnership management and lead programme resource mobilization and expansion

Role purpose

Lead the Sustainable Environmental Management and Resilience portfolio to strengthen climate resilience, environmentally sustainable livelihoods, and community preparedness through locally owned, market-aware, and ICT-enabled interventions.

Technical scope

Climate adaptation and resilience; climate-smart agriculture, environmental education, circular economy and waste-to-value; renewable energy pilots; and livelihood diversification with market and finance linkages.

Key responsibilities

- Translate the SEMR portfolio strategy into annual plans, project pipelines, and costed workplans aligned to local climate and livelihood priorities.
- Lead design and delivery of resilience and environmental programmes, ensuring technical quality, inclusion, and donor compliance.
- Coordinate partnerships with government, private sector, and community actors to enable market access, finance linkages, and sustainability.
- Work with the Technology Innovation and Training Unit to integrate digital extension, climate information dissemination, feedback mechanisms, and relevant data dashboards.
- Oversee partner performance, capacity strengthening, and compliance with safeguarding, financial, and reporting requirements.
- Co-lead MEAL for resilience and livelihood outcomes and ensure learning informs adaptation, scale, and policy engagement where appropriate.
- Prepare high-quality donor reports and evidence products, and support audits and compliance requests as required.
- Contribute to resource mobilisation through opportunity scanning and development of concept notes and proposals.

Required qualifications

Hiring organization

Savana Signatures

Grade

PM-2 (Programme Management – Middle Management)

Contract type

Fixed-term, full-time (renewable subject to performance and funding)

Reports to

Head of Programmes

Job Location

X315 Hassania Avenue Gumani, Tamale, Northern Region, Ghana (with travel to project locations)

Supervises

Project Officers, short-term consultants.

Start date

As soon as possible

Date posted

January 7, 2026

Valid through

23.01.2026

- Master's degree in Environmental Management, Climate/Resilience Studies, Agriculture, Natural Resource Management, Economics, or a related field.
- Training in climate finance, market systems/value chain development, Disaster Risk Reduction (DRR), or project management is an advantage.
- Demonstrated commitment to safeguarding, inclusion, and ethical programming.

Required experience

- Minimum of 6 years' experience managing donor-funded programmes in climate adaptation, environment, agriculture/livelihoods, or resilience.
- Experience working with community groups, producer organisations, and private sector actors to strengthen markets and livelihoods. Demonstrated experience integrating ICT-enabled approaches (e.g., IVR/SMS, digital advisory, data systems) into field programming.
- Strong experience in results-based management, indicator tracking, and evidence generation.
- Experience working in Northern Ghana or comparable contexts is an advantage.
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Skills and competencies

- Technical competence in climate adaptation/resilience, livelihoods programming, and environmental sustainability approaches.
- Ability to interpret climate and livelihood evidence and translate it into practical implementation decisions.
- Strong partnership development and negotiation skills, including private sector engagement.
- Solid budgeting and grant management discipline, including procurement planning inputs and value-for-money considerations.
- Strong facilitation and capacity strengthening skills for community and partner actors.
- Strong writing skills for donor reporting and evidence products.

Expected deliverables (first 12 months)

- Annual SEMR portfolio plan and costed workplan, updated quarterly.
- For each assigned project: approved results framework, MEAL plan, risk register, and partner performance monitoring plan.
- On-time donor reports meeting quality standards, including clear progress against targets and corrective actions.
- At least one annual SEMR learning/evidence product (policy brief, practice note, or case study) demonstrating outcomes and lessons.
- At least five fundable concept notes/proposals contributed to within the first 12 months (subject to opportunity pipeline).
- Documented partnership packages for market/finance linkages and sustainability pathways for key interventions.

Contract terms and conditions

- Employment is on a fixed-term contract, renewable based on performance, ability to meet KPIs, organisational need, and funding availability.
- Remuneration and benefits are competitive and commensurate with experience; details will be shared with shortlisted candidates.

Safeguarding, conduct, and inclusion

All staff are expected to uphold safeguarding standards, the code of conduct, anti-fraud requirements, and responsible data management. Savana Signatures is an equal opportunity employer; recruitment decisions are based on merit and role requirements.

Qualified women and persons with disabilities are strongly encouraged to apply.

Application instructions

- Submit one PDF containing: (i) cover letter (maximum 2 pages), (ii) curriculum vitae (maximum 4 pages), (iii) vision statement for the role, and (iv) contact details for three referees.
- Use the subject line: Application – Programme Manager (Sustainable Environmental Management and Resilience) – Ref. SS-SEMR-PM-2025-12.
- Shortlisted candidates may be asked to complete a technical assignment and attend an interview (virtual or in-person in Tamale).
- Only shortlisted candidates would be contacted

Apply through: vacancy@savsign.org