

Job Description
Senior Gender & Protection Officer, South Sudan – Nyamlell Location

Job Title:	Senior Gender & Protection Officer
Reports to:	Programme Quality Manager (Currently Vacant so the GPC will report to Area Coordinator)
Direct reports:	None
Contacts/Key Relationships:	Internal: PMs, Community Nutritionist and Community outreach team (Project Officers, Assistant Project Officers, Community Facilitators) External: Partners and Clusters at State level, UN Agencies at state level
Job Location:	Nyamlell
Contract Details:	Definite Contract
Grade:	G
Job Purpose:	The principal objective of the Senior Gender & Protection Officer is specifically to provide technical support in mainstreaming gender and protection in Concern's programmes, build capacity of program teams and Concern partners to effectively mainstream Gender and protection at both planning and programme implementation level. S/he will work closely with the social behaviour change team and field staff to monitor adherence to principles of gender and protection mainstreaming at ground level
Main duties & Responsibilities:	<p>1. <i>Technical support for Gender and Protection Integrating in Concern programmes</i></p> <ul style="list-style-type: none"> • The Gender and Protection Officer shall oversee the development and implementation of gender equality and social protection activities in Concern's integrated programme in NBeG and effectively integrate gender and protection considerations in all project activities; • Ensure that gender and protection strategies, guidelines and framework are in place to guide project implementation and ensure that all activities would promote gender and provide equal opportunities among participants; • Ensure that project components and activities implemented are gender sensitive as outlined in all the project proposals and budget in accordance with Concern policies and guidelines; • Provide technical support to Concern programme teams, implementing partners and local stakeholders to develop systems and mechanisms for proper mainstreaming of gender and protection in both long term development programmes and emergency response programmes to prevent, respond to, and resolve the abuse, neglect and violence experienced by children and women in communities; • Continuously assess protection aspects, gender context, assumptions and changes in the working environment to ensure that the project focuses, strategies and activities for protection and gender inclusion and responding to GBV remain relevant and to propose adjustments when needed. • Manage and apply Concern's Gender and Protection principles and standards in programme implementation, monitoring and information systems. • Present Concern gender and protection issues. Identifying opportunities to advocate Concern's position on the rights of the children and women through exchange of information, negotiation and lobbying.

- Conduct and review gender analysis to inform programming and development of appropriate activities to address the real issues on ground.

2. Capacity building

- Build the capacity of project team on gender and protection; provide team guidance and technical capacity to the project teams through orientations, operational plans, daily interaction, regular team meetings, field visits, learning and reflection events to effectively and efficiently implement gender and protection aspects of projects.
- Develop and disseminate among staff resource materials verbal as well as non-verbal to impart gender and protection messages more effectively.
- Design and provide ToT for frontline staff on gender and protection and enable them to carry out training for community groups.
- Train Concern and implementing partner staff on tools for effective gender and protection programming, their responsibilities including compliance with confidentiality.
- Provide on –the-job training, guidance and support for Concern staff, partners and stakeholders on gender and protection activities.

3. Monitoring and Evaluation

- Monitor progress on gender inclusion and protection for different project activities implemented;
- Document all processes and materials related to gender, GBV and protection activities conducted; and share with project team, partners, HQs and other stakeholders relevant to gender and protection
- Collate/compile field-generated information and complete required progress/final reports related to gender and protection activities/events in a timely manner and in compliance with donor requirements for onward incorporation in the program reports;
- Review reports and other documents to ensure they reflect Concern’s work on Gender and Protection

4. To work as a team member

- Establishing and developing effective working relationship with Concern staff, Health Facility staff and community volunteers to ensure team work and integration.
- As team member effectively participating in any Preparing for Effective Emergency Response (PEER) process as deemed necessary. This may include being deployed to respond to emergencies as and when required.
- Participating in team decision making, planning and joint activities
- Supporting other projects in your area whenever requested to do so
- Adhering to Concern’s programme and other policies on physical and financial resources

5. Representation and Networking

- Coordinate with UN agencies, INGOs, LNGOs, UN-Working Groups on Gender and protection and government departments around protection and gender issues in Concern programme area
- Represent Concern in state level working groups on Gender and protection

Emergency response

Concern is committed to responding to emergencies efficiently and effectively in order to help affected people meet their basic needs, alleviate suffering and maintain their dignity. To this end, when emergencies strike and the South Sudan Programme is to respond, all staff are

	required to actively participate in the response, regardless of location and contribute to the efforts aimed at achieving the humanitarian objective of the organization.
Person specification:	<p>Essential</p> <ul style="list-style-type: none"> • Minimum Qualification required: Bachelor's degree (holder) in Human Rights, Law, international Development, or related fields; • Experience: At least 3 years' experience in managing a GBV/ Gender/Protection project <p>Desirable</p> <ul style="list-style-type: none"> • Preferred: Master's Degree in Law, International Development, Human Rights, Political Science, or related disciplines or certificates; additional experience in child protection programming is desired but not essential. • Technical Skills & Abilities: <ul style="list-style-type: none"> ○ Professional experience related to GBV prevention and response in conflict and post conflict settings and skills in undertaking conflict analysis; ○ Knowledge of international humanitarian standards for GBV prevention, protection and response; ○ Solid experience in training and capacity building experience, particularly using participatory approaches and methods related to different components of GBV programming; ○ Experience in developing and implementing GBV programmes, and monitoring and evaluation; ○ Experience in working with civil society actors and faith based actors; ○ Knowledge of international best practices, key international policy processes and frameworks related to GBV prevention, protection and response; ○ Fluency in English; knowledge of Dinka will be an asset.
Competencies:	<p>Essential</p> <ul style="list-style-type: none"> • Managing your self • Influence, Advocacy and Networking • Communication • Leadership <p>Desirable</p> <ul style="list-style-type: none"> • Delivering Results • Planning and Decision making • Creativity and Innovation • Change management
<p><i>The position Holder will adhere to the standards of conduct outlined in the Concern Code of Conduct and Programme Participant Protection Policy – P4</i></p>	

HOW TO APPLY

1. Interested Candidates are requested to submit their Applications, Updated CVs and copy of their National ID to: **HR Department, Concern Worldwide South Sudan Programme, Juba Head Office OR Nyamlel Field Office NOT later than Wednesday 30th Aug 2017** OR Email it to: vacancies.juba@concern.net
2. The position is open only to South Sudanese nationals.
3. Only shortlisted candidates will be contacted and applications submitted will not be returned.

