



INTERNAL/EXTERNAL VACANCY ANNOUNCEMENT
Vacancy No: JBA-2019/21/3/3

Who we are?

The Danish Refugee Council (DRC) is a private, independent, humanitarian organization founded in 1956 currently working on all aspects of the refugee cause in more than twenty five countries throughout the world. The aim of DRC is to protect refugees and internally displaced persons (IDPs) against persecution and to promote durable solutions to the problems of forced migration, on the basis of humanitarian principles and human rights. DRC works in accordance with the UN Conventions on Refugees and the Code of Conduct for the ICRC and NGOs in Disaster Relief.

The protection and assistance to conflict affected population is provided within a long-term, regional and rights-based approach in order to constitute a coherent and effective response to the challenges posed by today's conflicts. Assistance consists of relief and other humanitarian aid, rehabilitation, support to return and repatriation as well as promotion of long-term solutions to displacement and its causes. In addition, support and capacity building of local and national authorities and NGOs form an integral part of DRC's work.

Country and Project Background:

The Danish Refugee Council/Danish Demining Group (DRC-DDG) has been working in Sudan since 2004 and was subsequently present in South Sudan when it gained independence in 2011. DRC-DDG South Sudan programme's current focus is on supporting forcibly displaced and conflict-affected people, including refugees, internally displaced persons (IDPs) and returnees, to access their rights in a safe and secure environment. Currently DRC-DDG is operational in Greater Equatoria, Unity and Upper Nile States. Currently the South Sudan Programme works in 5 field locations in the sectors of Camp Coordination and Camp Management, Protection, Shelter/NFI, and Food Security and Livelihoods and Demining.

DRC-DDG Seeks to Recruit: -

Position Title	Protection Officer - SGBV (2 positions)
Report to	Protection Manager
Duty Station	Juba (Roving)
Contract Type	Fixed-term with possibility of extension depending on funding availability
Employment Start Date	As soon as Possible
Eligibility	South Sudanese National Only
Salary	According to DRC DDG Salary policy - non negotiable
Advertisement Closing Deadline	9 th April, 2019

Purpose of the post

The Protection Officer - SGBV will undertake protection/human rights assessments in the areas with communities who have been displaced due to new shocks or protection risks. His/her role will be to identify the protection concerns and risks of the IDP population by obtaining information through focus group discussions and key informant interviews with those affected, and particularly with women and girls, conducting age-appropriate interviews, observation, and providing psychosocial first aid (PFA). The PO - SGBV will also contribute to the analysis of data collected and reporting of protection risks identified to the team and other relevant actors in order to address the identified protection concerns. Additionally, the PO - SGBV will address protection concerns through service mapping of SGBV protection actors and contributing to the establishment of a referral pathway, and the provision of PFA and referrals to the relevant actors in the site. Finally, the PO-SGBV, with support of the Protection Manager, will be responsible for delivering workshops and trainings at the community level and to other stakeholders on women rights (CEDAW, SCR 1325) and SGBV preventions. The PO - SGBV will throughout his/her work ensure confidentiality and strictly adhere to the Code of Conduct.



Responsibilities and Tasks

- Conduct focus group discussions with IDPs with particular focus on women and girls, following CEDAW convention and SCR 1325 using appropriate interview techniques
- Conduct key informant interviews with members of the community, women and girls that are able to represent women and girls in the community and identify SGBV issue and risks
- Mobilize the IDP community and facilitate awareness raising activities, in collaboration with the protection mobile team members, as well as partner organizations, to disseminate information about women rights, SGBV protection mechanisms and referral pathway, and services available in their area
- Record women and girls with specific needs and refer them to the appropriate service providers
- Identify IPA support to be provided to vulnerable persons, particularly women and girls, facing a specific protection threat such as rape, cohesion to SGBV, and refer the cases to the protection manager
- Ensure clients referred are documented in the referral recording book on a daily basis and follow up with the clients to ensure a meaningful access to services
- Assist the Protection Manager with designing training modules, tools on topics such as women's rights (CEDAW) and SCR 1325 principles and referral pathway for Community Protection Committees and other community structures
- Conduct trainings to partners on SGBV prevention, SGBV referral pathway and gender protection mainstreaming to communities and other local partners in the field
- Develop service providers mapping and referral pathway in relation to SGBV
- Prepare all necessary documentation for each activity (including weekly vehicle movement plans, order requests, payment requests, etc.) and for the reconciliation of the money spent during each activity
- Help prepare Terms of reference and safety plans for mission planning
- Gather information for targeted locations through contact with on ground actors and regularly update trigger tables for new locations
- Compile reports of activities undertaken, when requested
- Work with the Protection Manager and fellow protection officers to create weekly work plans to schedule the team's program activities, particularly focusing on the SGBV related activities (SGBV-FGD, information dissemination, IPA, etc.)
- Liaise and build partnerships with community leaders, chiefs, and other relevant actors to encourage participation in, support for, and a better understanding of the program activities
- Assist in the collection and analysis of data relevant to the IDP population and their protection concerns, focusing particularly on SGBV
- Participate in daily planning, daily debriefing sessions, and report write-ups
- Participate in coordination meetings as requested by the Protection Manager, particularly pertaining to SGBV, if and when relevant
- Perform any other duties as requested by the Protection Manager

PERSON SPECIFICATION

Qualifications and Experience

- Higher Diploma or Degree in Social Sciences, Gender, Law, or related field
- At least 2 years' community-based experience involving SGBV and Gender experience (this includes, but is not limited to, providing psychosocial support to women and Girls, providing training on SGBV and Gender protection, and case work/referral, case documentation, liaising with service providers and available networks and family tracing and reunification experience)
- Demonstrates strong knowledge of SGBV protection minimum standards, Gender principles in emergency, protection of women, and CEDAW
- Experience conducting SGBV rapid assessments in South Sudan
- Experience carrying out and supervising training at different scales with different partners
- Comprehensive understanding of SGBV issues and responses and sensitivity around the issues such as working with SGBV victims and survivors
- Comprehensive understanding of human rights, women's rights, and SGBV prevention strategies in conflict affected areas
- Knowledge of Microsoft Word, Excel and Outlook application software
- Fluency in English and Arabic required
- Commitment to human rights and Women Rights principles
- Strong English writing and organizational skills
- Familiarity with customary laws, judiciary systems and legal developments and issues in Southern Sudan, particularly related to SGBV



Desirable qualifications

- Excellent interpersonal skills and works well with people of different cultures, gender and, backgrounds
- Works collaboratively with team members to achieve results
- Remains productive when under pressure with the ability to prioritize effectively, and respects and adheres to deadlines
- Able to work in a variety of environments and is prepared to conduct field missions for several weeks at a time, often overnight, to remote locations with few amenities
- Strong relationship building / interpersonal skill;
- Positive attitude;
- Energetic and interested.

Languages

- English
- Arabic

How to apply

Please send a covering letter outlining how your skills and experience meets the Person Specification along with your CV, National ID card and academic documents to Human Resources Department through jobs.southsudan@drc-ssudan.org or submit your hard copy application to the Human Resource Department to the attention of HR Manager DRC-DDG Office located along Addis Ababa Road opposite NPA Mine Action Main Office.

Further information

Title of the position/vacancy number **MUST** be clearly marked in the application and on envelop.

Gender Equity: DRC-DDG is committed to achieving gender parity in staffing at all levels. In light of this, women candidates are particularly encouraged to apply to bridge the gender gap.

Equal Opportunity: DRC-DDG is an equal opportunity employer. We value diversity and we are committed in creating an inclusive environment based on mutual respect for all employees. We do not discriminate on the basis of age, sex, disability status, religion, ethnic origin, colour, race, marital status, or other protected characteristics.

Please note, as this position is urgent, applicants may be shortlisted and interviewed prior to the closing date. We appreciate your application however, only short listed candidates will be contacted for interview. If you have not been contacted within two weeks of the closing date, we regret that your application has been unsuccessful. Please continue, however, to periodically review our website, South Sudan NGO Forum website <http://comms.southsudanngoforum.org/> for other suitable opportunities.

