



VACANCY ANNOUNCEMENT

JOB TITLE	GENDER EQUALITY & SOCIAL INCLUSION OFFICER
JOB LOCATION	KUAJOK-GOGRIAL EAST & GOGRIAL WEST
REPORTING	HPF-LOT COORDINATOR
POSTING DATE:	13 TH MARCH 2019
CLOSING DATE:	26 TH MARCH 2019

General Description of the Programme:

GOAL, an International Humanitarian Non-Governmental Organization (INGO) with a presence in South Sudan since 1985 and has been responding to the ongoing crisis since 2013; with a focus on responding to needs in health, nutrition, WASH and Food security and livelihood. GOAL in South Sudan imp emergency, early recovery and development focused programs through a multi-sectoral programs approach in all the sites including Greater Upper Nile and Abyei Administrative Area—while our resilience-building programmes in Upper Nile State focus on food security and livelihoods. GOAL plans to expand its work to support MoH in delivery quality health care under the HPF3 in Gogrial East, Gogrial West and Twic Counties

Health Pooled Fund is a consolidation of funding from the British Government's Department for International Development (DFID), the Government of Canada, The Swedish International Development (SIDA) and the United States Agency for international development (USAID). The Health Pooled Fund (HPF) began its third phase in July 2018 and has funding to run until 2023. HPF3 will support delivery of essential health care at community (through Boma Health Initiative-BHI), Primary Healthcare centres and Units (PHCC/Us) and secondary referral hospitals. It will enable the strengthening of the referral system at all levels of health care. In addition, HPF3 will support the stabilization of local health systems and the strengthening of community ownership and governance structures. GOAL South Sudan will be working with MoH County levels to support the County Health Departments in Gogrial East and Gogrial West under this fund.

Job Purpose

The Post holder will work closely with technical specialists and the monitoring and evaluation team to develop GESI activities and targets and recommend improvements to address the needs of marginalized and excluded populations. S/he will lead programming efforts related to gender-sensitive education, inclusive health care services for women, people with disabilities, and other minority populations. S/he will also promote and undertake discussions on best practices and learning with external stakeholders as planned within the program.

This position is very crucial to monitor, document and demonstrate the result on GESI perspective in the programme.

Overall Key responsibilities

Under the direct supervision of the Lot Coordinator, and in close coordination with the programme technical team, MEAL, SMoH and CHD the Gender Equality and Social Inclusion (GESI) Officer will perform the following duties:

Programme Planning and Implementation

- Coordinate closely with the Lot Coordinator and technical leads to ensure full integration of social inclusion throughout program design, planning, and activity implementation;
- Identify critical programme areas for gender and social inclusion-based interventions
- Conduct gender and social inclusion audit for the program staff, facility staff, CHD staff and beneficiaries and use the finding to improve the gender and social inclusion mainstreaming across the program.

Approved





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- Conduct gender and social inclusion analysis with program staff, beneficiaries, and key stakeholders; lead efforts to integrate inclusive practices and recommendations related to gender, persons with disabilities, and minority populations into program design and activities;
- Support implementation of the strategy for mainstreaming gender and social inclusion and a human rights approach in programme activities and develop action-plan for implementing the strategy
- Contribute in planning, monitoring and reporting of the Programme and integrate GESI in all the processes

Monitoring, Evaluation, Accountability and Learning:

- Explore the baseline data on the gender dynamics and the status of women and poor/marginalized communities in the context of the programme and relating to access to health care provision, which will constitute the programme's base for a monitoring and evaluation plan for gender and social integration
- Working closely with the MEAL team, develop specific GESI indicators and targets; lead the implementation and monitoring of social inclusion strategies across programming, building a strong evidence base on GESI achievements;
- Collaborate with Monitoring and Evaluation Coordinator to make sure that the impact measurements focus on women and other vulnerable groups
- Document lessons learned and best practices and communicate with Programme Manager to contribute to GOAL global knowledge on gender and social inclusion in relation to access to quality health care for the marginalised people.

Partnership and Capacity Building

- Provide necessary orientation and advise to all the implementing partners and agencies on gender and social inclusion issues and policies
- Contribute to producing resource materials addressing the issues of gender and social inclusion
- Facilitate policy dialogue on gender and social inclusion, sexual and gender-based violence, gender sensitive transitional justice with government and other relevant stakeholders
- Ensure gender-sensitive provisions for Sexual Gender Based Violence (SGBV) survivors to enhance access to legal assistance
- Build capacity of the programme implementation team and county health departments and other government partners to plan and implement Programme activities on gender and social inclusion
- Conduct desk review of existing policy documents and legal frameworks (legislations) to identify areas for improvement on gender and social inclusion issues in collaboration with Government counterparts
- Assist implementing partners to develop gender sensitive and gender responsive monitoring mechanisms

Networking and External Relationships

- Maintain awareness of and relationships with civil society organizations, government departments and development partners also working in areas of social inclusion and women rights

Required Skills and experience:



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- Holder of Masters' degree in Gender Studies, Sociology, Human Rights, Law or relevant fields
- Additional training and certification in Gender and Social Inclusion would be an advantage
- At least 2-3 years of progressive relevant experience of mainstreaming gender and social inclusion into policies along with handling programme implementation independently
- Proven experience in developing strategies for gender and social inclusion mainstreaming in programme design and implementation
- Strong management skills including ability to provide strategic guidance, technical oversight; mentor staff and develop work plans
- Demonstrated ability in monitoring and evaluation and reporting experience
- Experience in the usage of computers and office software packages (MS Word, Excel etc)

Equal Opportunities

GOAL practices and does not discriminate because of ethnic background, colour, age, disability, marital status, religion or gender and will practice positive gender employment as far as possible however female candidates are encouraged to apply.

Child protection

GOAL recognises the rights of all children within our care to be protected from harm in accordance with the United Nations Convention on the Rights of the Child (CRC). GOAL takes seriously its duty of care and it undertakes to create an organisation that is safe for children where all efforts are made to prevent abuse. GOAL sees the best interests of the child as paramount.

APPLICATION PROCEDURE

Applications should be addressed to the Human Resource Department, Goal South Sudan office Munuki, Juba or alternatively email your applications to goaljobs@ss.goal.ie before **26th March 2019**. Please note that only shortlisted candidates will be contacted. Do not submit original documents at this stage of recruitment. Hard Copies of Applications can be dropped at our office located at Midan Rambo in Hai Kuwait **This is a national position therefore ONLY South Sudanese are encouraged to apply.**