

## INTERGRATED PROTECTION IN EMERGENCY TEAM LEADER

**NUMBER:** CINA/HR4/SC.G3.A

**Location :**

Yirol East, South Sudan

**Application Deadline :**

**10 March 2019**

**Type of Contract :**

Service Contract

**Post Level :**

SC-G4A

**Reporting to :**

Child Protection Manager

**Starting Date :**

**Immediately**

(date when the selected candidate is expected to start work)

**Duration of Contract :**

6 months

### Background

Community in Need Aid (CINA) is a national NGO working in South Sudan, with Country office in Juba, Juba State. CINA has been working in Jonglei, Western Equatoria, and Lakes States since 2011 to date. CINA is currently implementing a child protection programme in Jonglei (Duk, Twic East, Bor) and Lakes (Mingkaman) States. CINA is also planning to establish a static presence in Yirol East for an integrated (General protection and Child protection) programme in Yirol East. To effectively achieve the programme objectives, CINA is therefore, seeking a qualified candidate to fill the position of **Integrated Protection in Emergency Team Leader (IPiE TL)** to be based in Yirol East.

### The Scope

The IPiE TL plans, leads, coordinates, operationalizes and monitors the implementation of general protection (GP) and Child Protection (CP) in emergency activities including ready to relocate to where the human displacement may call for CINA's intervention in the surrounding areas of Yirol East.

### Primary responsibilities and duties:

#### 1. Provide the technical general protection and child protection expertise:

- Lead the piloting of Integrated Protection programme in Yirol East and its surrounding.
- Promote the rights of children and take every opportunity to raise concerns related to child protection, adapting the message depending on the audience
- Advocacy for the protection of persons of concern including the persons with disabilities (PWDs), elderly, widows, etc.
- Ensure that the international legal framework, notably the Convention on the Rights of the Child, child protection minimum standards and other relevant standards, codes of conduct, humanitarian principles, guides and tools are integrated into the work context.
- Understand and apply basic conceptions of persons with special needs and child development.
- Keep abreast of recent global developments, trends & resources in the GP and CP sector.

- Identify & monitor protection concerns and trends in Yirol East.
- 5. Design and carry out work in line with the action plan, the organisation's strategy and the GP and CP plan**
- *Develop the GP and CP strategies* in line with the organisational strategy
  - *Ensure the strategy is contextualised*, relevant and appropriate at all times by analysing the environment, especially social issues.
  - *Draft the strategy* in line with the international humanitarian principles and standards for child protection
  - *Design and plan the implementation* of GP and CP project activities
  - *Create the conditions and use models/tools* for genuine and meaningful communities & beneficiaries participation, including age-appropriateness (children separate from adults).
  - *Implement and monitor activities*: Programme the resources in line with the technical staff while keeping within budget; Ensure that the activities conform with donor requirements; Develop and/or improve the activity monitoring tools, including indicators; Analyse the data collected during the monitoring and suitably adjust the action plan; Implement and/or manage the Information Management system and databases (consider using interagency's); Control the quality of the activities performed for both children and adults.
  - *Evaluate the activities implemented*: (raft or participate in drafting the terms of reference for the evaluation for the integrated project; Contribute to the identification of tools to evaluate quality and impact of implemented interventions; Get both the GP and CP teams & community members involved in the project assessment.
  - *Play an active role in capacity building* for both GP and CP projects implemented
- 6. Manage reporting, administrative and budget management of GP and CP in emergency projects**
- *Organize reporting*: Approve/supervise the team's monitoring reports; Compile internal progress reports; Draft project proposals by factoring in the constraints of the different donors; Ensure that the organisation's specific administrative procedures, which are necessary for the proper performance of integrated project in the field have been put in place.
  - *Manage the budget*: Prepare a forecast budget for the GP and CP projects in cooperation with the Finance officer; Manage, allocate and plan the project's material and budgetary resources; Monitor on a monthly basis the budgetary figures; and identify existing funding sources for GP and CP projects.
- 7. Strengthen coordination and expand partnerships, networking, mainstreaming and integrated approaches**
- *Coordination*: Map GP and CP partners, and their activities; Analyse the existing partnerships, positioning and stakeholder strategies; Represent the organisation before external bodies; Negotiate with partners (referrals); Collaborate on joint interventions where and when relevant (situation analysis/ rapid assessments etc.); Involve the government and community based mechanisms/groups in supporting both the GP and CP projects whenever possible.
  - *Partnerships & networking*: Develop operational networks and partnerships; Connect and encourage interactions between the various partners in order to strengthen GP and CP in the implemented projects; Submit technical proposals and defend their relevance depending on the context and the strategy to follow.
  - *Advocacy*: Prepare, perform and evaluate the GP and CP advocacy actions with partners; Promote collaborative work to pursue common goals in GP and CP; Lead and/or suggest multi-stakeholder consultations/discussions to agree ways to report and address gaps in accountability (upholding child's and human rights) when identified
  - *Humanitarian structure*: Identify and integrate existing coordination systems (e.g. clusters); Actively participate in GP and CP cluster meetings and, if applicable, those of the MHPSS (Mental Health and Psychosocial Support) and GBV (Gender-based Violence) clusters/coordination mechanisms. Identify those actions/decisions that require support of sub-

- Take into account the child protection systems and services to persons with special needs (PSNs) in the context of South Sudan.
- Identify the factors that increase risk and vulnerability and reduce resilience for effective integration of the programme.
- Analyse community level mechanisms in order to identify strengths to be supported and harmful practices to the beneficiaries to be addressed.
- Implement, develop when necessary and promote practices and tools for the inclusion of children while respecting appropriated cultural attitudes and existing practices
- Design interventions and/or ensure the application of strategies that prevent and respond to general protection risks and concerns: Protection risks assessments and monitoring, Individual protection assistance, Community-based Protection as well as CP issues such as Dangers and injuries, Physical violence and other harmful practices, Sexual violence, Psychosocial distress and mental disorders, Children associated with armed forces/groups, Child labour, Unaccompanied and separated children and justice for children.
- Develop and/or accompany the implementation of child protection activities in line with, but not limited to: Case management, Community-based mechanisms, Child Friendly Spaces (CFS), Inclusion for the most vulnerable children
- Ensure that the general protection activities are suitable for all adults (consider capacities, gender, disabilities, widows/widowers, etc.)
- Make the connection with the MRM Task Team (Monitoring and Reporting Mechanisms) and consider submitting information if applicable.
- Implement measures to ensure that the team keeps confidential information and sensitive documents securely.

## **2. Strengthen technical skills relating to GP and CP in teams and local stakeholders**

- Assess and identify learning needs and capacities applying relevant techniques
- Provide technical support to GP and CP teams together with partners when implementing integrated protection activities
- Apply training materials and other tools to deliver and evaluate integrated protection training sessions on child participation, child rights, human rights, and other technical content for local teams, communities and partners based on identified needs
- Provide mentoring for GP and CP teams so that the relevant learning can be applied in the field
- Monitor the application of the learning outcomes transmitted (including values, principles, knowledge and professional methods) and address potential barriers and positively influence standards and behaviours

## **3. Manage the integrated team's human resources**

- Recruit GP and CP team members (define team structure, job content, take part in interviews and orient new/all team members)
- Manage and lead the GP and CP project teams (organize team meetings, set programme work schedules, deal with team conflicts, circulate information and link teams with management, monitors team safety and mental health, train team members, ensure adherence to codes of conduct and ensure internal safeguarding policies are adapted, understood, and applied and signals child safeguarding concerns and take immediate ( or consult if necessary) corrective actions.

## **4. Analyse the contexts in which humanitarian projects are conducted**

- Collaborate in the analysis of the geopolitical, humanitarian, security, socio-economic, cultural and law/protection situation in South Sudan
- Advocate for and promote the use of specific technical tools for situation analysis, assessment (such as the CPRA)
- Identify and analyse the different GP and CP stakeholders present in the project location.

clusters and those which can be performed at the organisation level. Share adequate information to collaborate on the inter-agency databases if relevant.

- *Mainstream & Integration:* Propose and promote methods to integrate and mainstream GP and CP in the different humanitarian sectors.

### Statement of Skills, Knowledge and Abilities

- Bachelors of Arts in Education, Social Science, Community Studies, Social Work or related disciplines.
- Minimum 3 years of proven experience working in general protection and/or child protection in emergencies projects or programmes
- Ability to discuss and implement projects in line with Minimum Standards for Child Protection in Humanitarian Action
- Strong experience in protection policies and practices in South Sudan
- Experience using monitoring and evaluation tools is advantage.
- Strong experience and knowledge of *Do No Harm* and conflict sensitivity approaches
- Demonstrated understanding of the humanitarian emergency operating context including Sphere, the humanitarian system, security and field level project management
- Proven ability to supervise an integrated protection project with holistic approach.
- Good English language and computer skills.
- Strong team-building and facilitation skills
- Good local Arabic and at least 2 local languages is an advantage.
- Able to align the program scope of work with the mandates, mission and vision of CINA
- Ability to plan event and to participate in IRNAs in all areas of CINA's operations.
- Flexible; possessing the ability to relocate on short notice and readiness to working in 'hard-to-reach areas' and conflict affected areas in Yirol East.
- Should be able to assess problem situations to identify causes, gather and process relevant information, generate possible solutions, and make recommendations and/or resolve the problem.

### How to Apply:

Please send your application and CV with accompanying documents of credentials to the Human Resources Manager at CINA South Sudan Head Office in Juba, Atlabara 21<sup>st</sup> Street South of Juba University, Juba South Sudan or electronically to [akolsuzan.cina@gmail.com](mailto:akolsuzan.cina@gmail.com) and [ccmakuei.cina@gmail.com](mailto:ccmakuei.cina@gmail.com) by **March. 10 2019 at 5:00 pm** promptly.

**Female candidates are strongly encouraged to apply.**

**Important:** CINA is committed to safeguarding and promoting the welfare of children and persons of concern and expects all staff and volunteers to share this commitment. Successful applicants will be subject to enhanced past crime record checks, qualifications and experience checks and satisfactory references and will have to sign CINA's Child Protection Policy as they take their job offers. **DUE TO URGENCY OF RECRUITING THIS POST, SELECTIONS WILL START BEFORE THE DEADLINE!**



For / *[Signature]*  
21 Feb. 2019