  

**Conflict Sensitivity Capacity-Building Adviser, Juba, South Sudan**

Saferworld, the Collaborative for Development Action (CDA) and swisspeace are collaborating on a Conflict Sensitivity Project in South Sudan.

Saferworld is an independent international organisation working to prevent violent conflict and build safer lives. We work with local people affected by conflict to improve their safety and sense of security, and conduct wider research and analysis. We use this evidence and learning to improve local, national and international policies and practices that can help build lasting peace. Our priority is people – we believe that everyone should be able to lead peaceful, fulfilling lives, free from insecurity and violent conflict. CDA Collaborative Learning Projects (CDA) is a non-profit organisation that is committed to improving the effectiveness of local and international actors who provide humanitarian assistance, engage in peace practice, support sustainable development, and conduct corporate operations. swisspeace is a practice-oriented peace research institute. Our mission is to contribute to the improvement of conflict prevention and conflict transformation.

All three organisations are international NGOs with peacebuilding and conflict prevention mandates, committed to working for the best outcomes for people living in conflict-affected contexts. For more information, please see our respective websites: [www.saferworld.org.uk](http://www.saferworld.org.uk); [cdacollaborative.org](http://cdacollaborative.org); and [www.swisspeace.ch](http://www.swisspeace.ch).

Saferworld has an ongoing programme of work in South Sudan on community security, peacebuilding, small arms control, and conflict sensitivity and is operational in 10 counties across eight states (Central, Western, and Eastern Equatoria, Northern and Western Bahr el Ghazal, Warrap, Lakes, and Jonglei). We work with communities, government and civil society actors, connecting analysis and practice to policy and decision-making at state and national levels. CDA and swisspeace have both conducted research, analysis and capacity-building work in South Sudan and for international actors working in the country. This has included lessons learning exercises, collaborative research projects with South Sudanese researchers, and training on conflict-sensitive practice.

**Conflict sensitivity project description**

The United Kingdom, the United States, Germany, Switzerland and Canada (hereafter, collectively referred to as the Donors) agreed to develop a “shared resource” through a Conflict Sensitivity Project that will be implemented through a Conflict Sensitivity Resource Facility (CSRF) in South Sudan, 2016-2018. The purpose of the CRSF is to establish, monitor, and disseminate conflict sensitive practices among donors and implementing partners.

**JOB DESCRIPTION**

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| **Job title:** | **Conflict Sensitivity Capacity-Building Adviser** |
| **Contract duration:** | 2 years (with potential extension) |
| **Location:** | Juba, South Sudan |
| **Budget responsibility:** | Activity budget responsibility as required by the CSRF Director |
| **Management responsibility:** | No line management responsibility; must be able to manage positive mentoring and accompaniment relationships with donors and implementing partners |
| **Reporting to:** | CSRF Director |
| Application Opening Date | 01st September 2016 |
|  | 14th September 2016 |
| **Key relationships:** | * CSRF team, including CSRF Director, Conflict Sensitivity Research Advisor, and Finance Officer * Other Saferworld staff in South Sudan: Country Director, Operations Manager, Finance Manager, HR Manager, Programme Managers, MEL Advisor, Project Coordinators * Saferworld staff in London: Senior Policy Adviser/s, Communications and Publications Officers * Consortium Partners: swisspeace (Switzerland) and CDA (US) * Donors: UK, US, Switzerland, Germany, Canada * International and South Sudanese partner organisations collaborating on Saferworld’s other areas of work and contributing to CSRF activities |
| **Salary range:** | A competitive salary, depending on experience, plus benefits. |
| **Background:**  Saferworld is an independent international organisation working to prevent violent conflict and build safer lives. We work with local people affected by conflict to improve their safety and sense of security, and conduct wider research and analysis. We use this evidence and learning to improve local, national and international policies and practices that can help build lasting peace. Our priority is people – we believe that everyone should be able to lead peaceful, fulfilling lives, free from insecurity and violent conflict.  We have a strong thematic focus to our conflict prevention work prioritising: people’s security and access to justice services; gender norms that cause and perpetuate violent conflict; the impact of external conflict drivers including weapons flows; conflict-sensitive political, economic, development, and security engagement; and inclusive and accountable governance and peacebuilding processes. We work in or on more than 25 countries and territories; we currently have regional and country programmes in Central and South Asia, the Caucasus, Eastern Europe, the Horn and Great Lakes regions of Africa, and the Middle East and North Africa.  Saferworld has been working on and in Sudan and South Sudan since 2002, including on issues of community security, small arms control, and conflict-sensitive development. Since 2012, we have implemented a Netherlands-funded Community Security Programme, through nine local Civil Society Partners, now in 10 counties across eight states (Central, Western, and Eastern Equatoria, Northern and Western Bahr el Ghazal, Warrap, Lakes, and Jonglei). The programme works with communities, traditional leaders, civil society, and state actors (including the South Sudan National Police Service (SSNPS)) and non-state security providers. The programme also includes peacebuilding and reconciliation activities and an increasing focus on gender and sexual-based violence through our community security work and targeted programme interventions.  Saferworld also works closely with the South Sudan Bureau of Community Security and Small Arms Control (BCSSAC) on small arms policy and legislation. We provide conflict-sensitive assessments and information to international organisations and donors, and the private sector, including working closely with Chinese think tanks and companies to conflict-sensitise their engagement in South Sudan. | |
| **Job Purpose:**  The Conflict Sensitivity Capacity-Building Adviser will provide high quality technical input on conflict sensitive programming in South Sudan. Activities are expected to be mainly in Juba, with occasional travel to other locations in South Sudan as necessary. Key functions are:   * Technical leadership and strategic input * Capacity-building and training design and delivery * Activity budget management * Representation and beneficiary relations * Safety, security and risk management * Cross-consortium and multi-donor relations | |
| **Key Areas of Responsibility:**   1. **Technical leadership and strategic input**  * Provide high quality inputs into the technical design of CSRF services and outputs. * Collaborate with Saferworld’s Senior Advisers in London to draw on Saferworld (and partners’) existing methodologies and experience on conflict sensitivity. * Support the Donors in developing joint guidance on conflict sensitivity for their work in South Sudan. * Identify policy lessons and develop strategies for disseminating these to donors in South Sudan and internationally (in collaboration with CDA).  1. **Capacity-building and training design, development, and delivery**  * Lead on design, development, and delivery (with relevant Saferworld/CSRF staff) of conflict sensitivity capacity-building processes for CSRF donors and their implementing partners. * Deliver high quality, participatory training, mentoring, and accompaniment activities on conflict-sensitive programming for targeted donors and implementing partners. * Provide guidance and support to targeted beneficiaries through capacity-building activities.  1. **Activity budget management**  * Act as budget holder for capacity-building component of the CSRF. * Oversee relevant activity expenditures and financial reporting in line with Saferworld’s organisational and financial policies and procedures.  1. **Representation and beneficiary relations**  * Represent the CSRF at Management Committee or other external meetings in the absence of the CSRF Director. * Raise the CSRF’s profile among the donor community and international partners in South Sudan (and internationally as appropriate). * Represent the CSRF at international policy and/or lessons learning events.  1. **Safety, security and risk management**  * Ensure that project activities and collaboration with partners adhere to Saferworld’s safety and security policies and procedures. * Identify potential Conflict of Interest risks that may arise, and work with the CSRF Director to mitigate or otherwise address these. * Identify potential risks to the CSRF, staff, or partners and work with the CSRF Director to mitigate or otherwise address these.  1. **Cross-consortium and multi-donor relations**  * Together with the CSRF Director and Conflict Sensitivity Research Adviser, ensure collaborative working relationships with the donors and their implementing partners, consortium partners, and Saferworld’s existing South Sudanese civil society partners. * Coordinate the inputs of staff from other Saferworld teams, notably the Senior Policy Adviser/s, into capacity-building activities. * Support the sharing of lessons, analysis and skills development opportunities between CSRF staff and other Saferworld staff in South Sudan. | |
| **PERSON SPECIFICATION**  **Knowledge**   * A post-graduate degree in international relations, conflict/peace studies or a similar discipline, or equivalent professional experience; * Knowledge in the areas of peacebuilding, conflict prevention, and conflict sensitivity, especially in relation to applying this to development and humanitarian sectors, conflict and political analysis, and governance; * Knowledge of the relevant international discourses, policies, and actors on conflict sensitivity, peacebuilding, and conflict-affected and fragile states; * Knowledge of monitoring and evaluation, particularly in relation to conflict sensitivity and/or gender, would be an advantage.   **Experience**   * A minimum of 7 years’ relevant experience in providing capacity-building and mentoring support on conflict sensitivity, peacebuilding, conflict prevention and related issues; * Experience in applying a range of conflict sensitivity capacity-building and analysis methodologies; * Experience of working on conflict, gender, security, justice, human rights and/or governance issues in the East Africa region; * Experience of working with national governments, international organisations, the corporate sector and/or large multi-mandate development NGOs, in particular in conflict-affected and fragile contexts; * Experience in providing professional advice, including on a consultancy basis to the private sector and/or governments would be an advantage; * Commitment to improving international engagement in conflict-affected contexts and experience-based ideas as to how this can be achieved.   **Skills**   * Exceptional facilitation, training, and capacity-building skills; * Excellent written and oral communication skills in English; * Proven ability to work alongside, and to learn from, a wide range of people, including South Sudanese partners; * Creativity, flexibility, self-motivation and the ability to prioritise workloads to meet deadlines; * Ability to lead/substantively engage in lessons learning processes. | |
| **TERMS AND CONDITIONS**  **Location**: The position will be based in Juba, South Sudan.  **Salary range:** A competitive salary, depending on experience, plus benefits will be offered.  **Hours:** The standard working week is 37.5 hours (Monday-Friday).  **Holidays:** Annual leave is28 days per year, in addition to approved South Sudan public holidays.  **Probation:**  There will be a probationary period of three months. | |
| **APPLICATION PROCESS**  **To apply:** Please fill in the **Saferworld Application Form** detailing how you meet the selection criteria and send to: [**recruitment@saferworld.org.uk**](mailto:recruitment@saferworld.org.uk)**.** (Please use subject heading: Ref: CSRF Adv). We regret that only shortlisted candidates will be contacted.  **Deadline for applications:** **14th September 2016**. As this is an urgent recruitment, we reserve the right to interview and fill the position prior to the deadline.  **NB:**   * Only shortlisted candidates will be contacted * Only electronic Applications will be allowed | |