



STEWARDWOMEN, South Sudan

Job Advert

15th November 2018

Position:	Consultant/Project Evaluator
Type of Consultancy:	Individual Consultant
Duty Locations:	Juba- South Sudan
Duration of Appointment:	3rd-15th December 2018
Expected Start Date:	3rd December 2018

1.0. Introduction:

STEWARDWOMEN is an indigenous South Sudanese women organization founded in 2009 to address the problems of sexual and gender based violence; lack of access to justice by women; lack of participation of women in leadership and decision-making and poverty among others. It is registered as a not for profit non- governmental organization with the government of South Sudan in 2009. Our vision is a South Sudanese society “free from the violations of the human rights of women and children”. And our mission is “to develop, shape and empower South Sudanese women to advocate for policies that foster equal economic opportunity and secure human rights for women and children”.

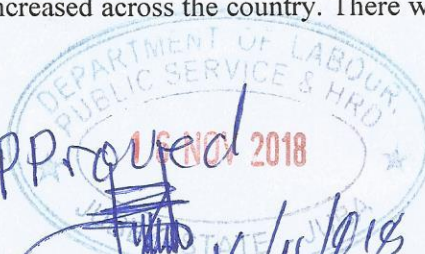
Our 2018-2020 strategic intervention areas are; 1) Access to justice; 2) Legislation and law reform; 3) Psychosocial support to GBV survivors; 4) Protection of adolescent girls; 5) Women leadership 6) Sexual and reproductive health 7) and women economic empowerment.

We are a member of the Solidarity of African Women’s Rights [SOAWRS] that campaigns for the ratification and/or domestication of the Protocol to the African Charter on Human and People’s Rights on the Rights of Women in Africa [Maputo protocol]. We are also the lead agency of a national coalition of 40 CSOs that advocates for the ratification of the Maputo protocol in South Sudan. Our field offices are located in Romich in Tonj East county [Tonj state) and in Nimule in Magwi county [Torit State], and a national coordination office in Juba.

In partnership with Cordaid, we are in search of a Consultant to carry out end of project evaluation for the project “Strengthening Synergy for Security and Justice during the Transitional Government of National Unity in South Sudan”. The project implementation period is March 2018 through December 2018, covering Magwi, Nimule and Juba.

1.1 Project context/situational analysis;

At the time of project development, insecurity in the country has continued to deteriorate since the upsurge of political violence in July 2016 and remained the main development challenge. Fighting between the government and other armed groups had increased across the country. There were also reports of absence



of central command in the organized security forces. Individual homes of army generals had become “military units” under the direct command of army generals, with no control from military headquarters. Unarmed civilians were not only caught up into armed violence, but directly targeted by armed men as weapon of war. The high rate of inflation, coupled with long delays in the payment of salaries of civil servants, including the army, police & magistrates worsened the situation. There were reports of robbery by unemployed armed men and unpaid government workers across the country. In Juba, armed individuals or groups on motorbikes orchestrated robbery. There were also reports of security officers involved in robbery. Between January & November 2017, at least three main incidences of robbery were reported to have taken place on the Juba-Nimule road [the main supply route from Uganda], in which scores of people lost their lives and property. There were reports of tension between civilians and security/custom officials in Nimule & the border points in Magwi. Some families continually moved back and forth between the refugee resettlement camps in Northern Uganda due to the threat of insecurity. While in the resettlement camps, life is unbearable for some families who prefer to return home. Others families continually crossed to Uganda for food, health and schools. There were reports of these [occasional] asylum seekers and returnees being harassed and denied entry to Uganda by security/custom officials. They are told there is no fighting in the country- they jeopardize security. Others were alleged to be rebel collaborators, arrested, tortured and detained and their property removed by security and/or custom officials, just to extort money. There is systematic crack down on CSOs and activists with arbitrary arrests and detentions, monitoring of workshops and public events. It is critical that CSOs engage with decision makers to redress the situation.

Through 2017, at least five women were reported to have been abducted in Nimule at gunpoint. Some abductees were released after a ransom; others were tortured, killed and dumped in the surrounding bushes. Several women and girls were reported to have been raped across Magwi, Nimule & Juba. Access to justice by women and rape survivors in particular remained a daunting challenge in the country mainly due to poor enforcement of justice, law and order. The situation was exacerbated by the protracted strike of judges and magistrates, dismissal of some judges by the government and resignation of others. Delivery of justice became harder for a judiciary that is already very weak and struggling. The justice, law and order sector is staffed with unprofessional and militarized personnel that constitute a threat to civilian security. The report of ratification of Maputo Protocol by the TGoNU in October 2017 raised hopes towards increased security of women and girls in the country. There was need for CSOs to make systematic efforts to ensure women are effectively represented in the ongoing security and peace processes across Magwi, Pageri and Juba for the above challenges to be effectively resolved.

1.2 Project target groups;

In Magwi & Nimule, the direct project targets [decision makers] include the commissioner; county and Payam executive officers; gender focal points; heads of the organized security forces; traditional chiefs; & IDP leaders. At TGoNU level in Juba, they include the National Legislative Assembly [NLA]; the specialized committee on gender of NLA; female members of NLA; women caucus of NLA; Ministry of Gender, Child and Social Welfare [MoGCSW]; Ministry of Justice [MoJ]; Ministry of Foreign Affairs and Regional Cooperation [MoFARC]; and Presidential Advisor on Gender [PAG], the Human Rights Commission [HRC], and the Law Reform Commission [LRC] among others. The indirect project targets [moral duty bearers] include women, youth and religious leaders and CSOs.

1.3 Project Objectives;

- 1) Increased collaboration between security and justice actors and citizens in Magwi and Nimule.
- 2) Citizens and the TGoNU have increased knowledge on human security +rights, including Maputo Protocol and their constitutional duties.
- 3) At least 850 vulnerable women and children in Juba, Magwi & Nimule have received legal assistance.

Key project outcomes under security trajectory;

- 1.1 (repr. Of) citizens meet regularly to discuss security concerns and needs.
- 1.2 (repr. of) Citizens are more aware of security needs and priorities and their (security) rights + duties and the roles + duties of security sector actors
- 1.3 Security sector actors and citizens have an improved relationship (on a local level)
- 1.4 (repr. of) Citizens take action to improve security

Key project outcomes under access to justice trajectory;

- 2.1 legal aid fund set for survivors of sexual violence.
- 2.2 Legal service provider's knowledge increased (f.e. on professional ethics and fair trail)
- 2.3 Traditional courts have knowledge on administration of justice
- 2.4 Legal service providers coordinate better among each other to better manage cases (improved referral pathway)
- 2.5 National and international actors work towards the implementation of the Maputo Protocol
- 2.6 The Maputo Protocol is implemented by the TGoNU.

2.0 Objectives of the Evaluation

2.1. Overall objective;

The overall objective of the project evaluation is to document lessons learnt from the project and provide practical recommendations for future improvements.

2.2. The specific evaluation objectives

- Assess the relevance of the project design in addressing the priority issues in the target communities in Magwi, Nimule and Juba.
- Assess to what extent the available resources have been used economically in delivering the project outputs/results, in terms of quantity, quality and timeliness (efficiency).
- Assess the key project outcomes

3.0 Evaluation issues to be studied and key questions

3.1. Quality and Relevance of Project Design

Assess the appropriateness and relevance of the project design and activities towards expected goal, outcomes and outputs.

The following are the key guiding evaluations questions

- To what extent does the project respond to the priority issues of the target groups?
- To what extent are the objectives of the project valid?
- Has the project team planned the most appropriate strategies?
- Are there any major risks or 'killer assumptions' that were not taken into account?
- To what extent were project stakeholders involved in the project design, implementation and monitoring?

3.2. Efficiency of Planning and Implementation

Assess to what extent the available resources have been used economically in delivering the project outputs/results, in terms of quantity, quality and timeliness (efficiency).

Key evaluation questions;

- Is the overall project action plan used and up to date?
- Cost and value for money: To what extent have the project costs been justified by the benefits?
- What % of activities in the work plan has been delivered?
- Is financial spend/use in line with plan?
- Is monitoring data being collected as planned, stored and used to inform future plans
- Other important project management questions:
 - How adequate was management of risk in project implementation (whether flexibilities were demonstrated in response to changes in circumstances)?
 - What are the working relationships with partners, stakeholders and donors?
 - Are deadlines always met in reporting to donors?
 - To what extent is learning processes demonstrated e.g. coordination and exchange with related projects?
 - Were internal and external communications good?

How have been the contributions from other project stakeholders namely government, local authority, project beneficiaries etc

3.3. Effectiveness

Assess the major achievements of the project to date in relation to its stated objectives and intended results/outputs based on the theory of change

The following are the key guiding evaluation questions

- To what extent has the project contributed to strengthening synergy between security and justice actors
- What are the best practices of the project?

Impact

Assess the extent to which the benefits received by the target beneficiaries had a wider overall effect on community and the country as a whole.

Key guiding questions for the evaluator:

- To what extent is the project contributing to a long-term positive effect on the entire community and the country?

3.4. Potential for sustainability, replication and magnification

Assess whether the positive outcomes of the project at purpose level are likely to continue after the project (sustainability).

Key guiding questions for the evaluator in this section:

- To what extent have the key stakeholders accepted and owned the project objectives and achievements?
- Will the project contribute to lasting benefits? Which organisations/stakeholders could/ will ensure continuity of project activities in the project area?
- Is there evidence of organisations/partners/communities that have copied, up scaled or replicated project activities beyond the immediate project area? Is such replication or magnification likely?
- What practical recommendations can be made for the sustainability and replication of the project?

4.0 Methodology

The evaluator will use the following key data collection methods conjunctively for the evaluation:

- a. Document Review (Secondary Data): The evaluator will review: the project technical proposal, theory of change, reports and any other necessary project document.
- b. Interviews: Loosely structured focus group discussions will be conducted with key informants (groups or individual) (project staff, stakeholders, local leaders of the affected population.
- c. Focus Group Discussions with target groups- family courts, paralegals, women coffee groups etc.

5.0 Profile of the Evaluator;

The consultant must possess a master degree in any one of these fields: peace and security studies, international human rights law, international relations or human rights, with not less than five years programming experience in the same field with an NGO or UN agency, with extensive experience in lobby and advocacy at both grassroots and national levels. The consultant will have the primary responsibility to conduct the end of project evaluation and write the final report. The consultant should possess strong analytical and report writing skills.

Key specific requirements;

- Master degree in international law/human rights, peace and security studies or human rights
- Sound knowledge and experience working in South Sudan and its cultural norms.
- Extensive practical experience in policy lobby and advocacy including legislations in the East African region.
- A demonstrated high level of professionalism and ability to work within tight deadlines.
- Familiarity with STEWARDWOMEN programming on peace and security will be an added advantage.
- Proven track record of extensive programming experience on issues related to women, peace and security.
- Strong interpersonal and communication skills;
- Excellent spoken and written English;
- Good computing skills.

6.0 Reporting Requirements/outputs and deliverables;

The final output of the evaluation is the report which should adhere to STEWARDWOMEN standard format (to be shared after applicant selection). The report should be submitted in English language and should be of high quality (publishable). It should provide substantive evaluation against indicators as outlined in the project work plans and the theory of change.

Draft report on key findings will be shared with the project manager for review. The project manager will be the contact person between the consultant(s) and STEWARDWOMEN to ensure all outputs are delivered as per the TOR.

In line with STEWARDWOMEN programming, the evaluation study should be gender sensitive, participatory and promote a learning approach. The consultant should ensure that the study covers these essentials in the report. E.g. was the stakeholder involvement appropriate? Did the project promote a gender sensitive approach? Etc.

7.0 Time Schedule;

The entire evaluation will take no more 12 working days, including preparation and reporting.

8.0 Assumption of Duty;

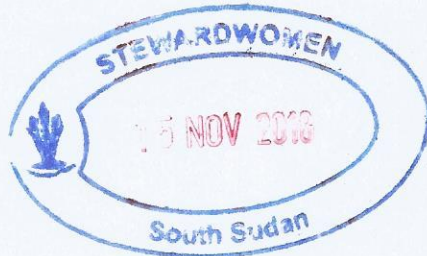
This position is very urgent and will be filled as soon as the right candidate is identified. Interviews will be conducted as applications are received. The position might be filled before the deadline stipulated herein.

9.0 Submission of Application;

Qualified South Sudanese and professionals from other East African region are asked to submit their updated profiles, samples of previous similar work and scanned copies of nationality documents/passports through our e-mail: stewardwomen.jobs@gmail.com to: **“The Human Resources & Administration Officer, STEWARDWOMEN”**. Please indicate the position applied for in the email subject line. Applications should be submitted latest by 23rd November, 2018. Local women who meet the above requirements will be given the first priority.



Human Resource & Administration Officer/STEWARDWOMEN



APPROVED

