



## JOB DESCRIPTION

<b>Job Title:</b>	<b>CSRF Capacity Building Adviser</b>
<b>Location:</b>	<b>Juba, South Sudan</b>
<b>Reporting to:</b>	<b>CSRF Director</b>
<b>Key relationships:</b>	<b>CSRF Team, CSRF Consortium, Saferworld London</b>
<b>Application Opening Date</b>	<b>8<sup>th</sup> November 2017</b>
<b>Application Closing Date</b>	<b>1<sup>st</sup> December 2017</b>
<b>Salary range:</b>	<b>Competitive with Benefits</b>

### **Description of the Conflict Sensitivity Resource Facility (CSRF):**

The Conflict Sensitivity Resource Facility (CSRF) is a two-year pilot programme funded by the British, Swiss, Dutch, and Canadian donor missions to support the integration of conflict sensitive principles and practices into donor strategies and donor-funded programming in South Sudan. Conflict sensitivity is a programming approach that emphasises strong contextual analysis and programmatic flexibility to minimise aid's negative consequences and maximise positive impacts. Conflict sensitivity is particularly important in volatile, conflict-affected contexts where inadequate understanding of conflict and political dynamics can lead to donors and implementing partners inadvertently exacerbating the conflict.

The pilot programme runs from September 2016 – August 2018 with a possibility of a three year follow-on programme. We anticipate additional receiving funding beginning from January 2018, which allows us to expand a number of functions, including additional analysis of the South Sudan context and how it is interacting with donor-funded programming, greater outreach to more stakeholders working in South Sudan, additional training at the subnational level, and additional research and dissemination.

The programme is implemented by a consortium of NGOs; Saferworld is in the lead, with swisspeace and CDA Collaborative Learning playing support roles. The post-holder will be employed by Saferworld. 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.

**Job Purpose:**

The post holder will support the CSRF's existing efforts in capacity building for implementing partners and donors working in South Sudan. The post holder will be responsible for assessing conflict sensitivity of a number of international and national NGOs, developing support plans to improve conflict sensitivity, and implementing these plans in collaboration with the NGO. He or she will work with the other capacity building advisor to develop and deliver trainings and provide mentorship to a range of audiences. The work will comprise several components:

- Technical leadership and strategic input
- Capacity-building and training design and delivery
- Activity budget management
- Representation and beneficiary relations
- Safety, security and risk adherence
- Cross-consortium and multi-donor relations

**Roles and Responsibilities:**

The Capacity Building Advisor will be based in Juba, and will travel frequently to state and county locations to deliver trainings, provide mentorship, and support staff working in these areas. In coordination with the CSRF Team, the Capacity Building Adviser will:

**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).

**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.

**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.

**Safety, security and risk management**

- Ensure that project activities and collaboration with partners adhere to Saferworld's global and South Sudan country programme's safety and security policies and procedures.
- Identify potential risks to the CSRF, staff, or partners and work with the CSRF Director to mitigate or otherwise address these.

**Cross-consortium and multi-donor relations**

- Together with the CSRF team, 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

### The successful candidate will need:

#### Knowledge

- A post-graduate degree in related field, or equivalent professional experience;
- Knowledge in the areas of institutional development, institutional memory, organisational health, and knowledge management desired;
- Knowledge of humanitarian principles, systems, and approaches preferred;
- Knowledge of conflict sensitivity principles and approaches desired;
- Knowledge of monitoring and evaluation, particularly in relation to conflict sensitivity and/or gender, would be an advantage.

#### Experience

- A minimum of 5 years' relevant work experience, which could include providing trainings, capacity-building and mentoring support, consulting, or systems development, in South Sudan or similar context;
- Experience in applying a range of conflict sensitivity capacity-building and analysis methodologies;
- Experience of working on conflict, humanitarian, economic, gender, and/or governance issues in the East Africa region;
- Experience of working with international donors, international organisations, the corporate sector and/or large multi-mandate development NGOs, in particular in conflict-affected and fragile contexts;
- 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 in a diverse team;
- Creativity, flexibility, self-motivation and the ability to prioritise workloads to meet deadlines;
- Proficiency with Microsoft Office, Excel, Powerpoint, and Outlook.
- Ability to manage funds and budgets in line with procedures and independently, if needed;
- Ability to lead/substantively engage in lessons learning processes;
- Ability to comfortably perform in remote field locations without usual amenities while on mission.

## TERMS AND CONDITIONS

<b>Probation:</b>	There will be a probationary period of three months
<b>Term:</b>	This is a fixed term contract ending August 2018 with the possibility of extension.
<b>Holidays:</b>	28 days holiday a year in addition to relevant public holidays
<b>R&amp;R:</b>	Expatriate hires will be eligible for quarterly R&R benefits.
<b>Salary range:</b>	Competitive, with benefits
<b>Hours:</b>	The standard working week is 37.5 hours.

## APPLICATION PROCESS

**To apply** please fill in an application form a copy of which can be found at [www.saferworld.org.uk/about/jobs](http://www.saferworld.org.uk/about/jobs) and send it to [recruitment@saferworld.org.uk](mailto:recruitment@saferworld.org.uk). Please state, **CS-Advisor** in the subject line.

**As this post is South Sudan-based, successful candidates will need to be eligible and willing to live in Juba, and to travel to different states and counties in the country.**

**Deadline for applications: 1<sup>st</sup> December 2017**