



VACANCY ANNOUNCEMENT

International Rescue Committee
Goshen House
Juba, South Sudan



Program: Women's Protection & Empowerment (WPE)
Position: WPE Manager – GBV Mobile Team
Reports to: WPE Coordinator
Location: Unity State, South Sudan: Based in Bentiu, with frequent stay in Koch Count
Duration: 12 months with possibility of extension
Start date: As soon as possible

BACKGROUND

The International Rescue Committee, one of the world's largest humanitarian agencies, provides relief, rehabilitation and post-conflict reconstruction support to victims of natural disaster, oppression and violent conflict in 42 countries. The IRC is committed to bold leadership, innovation and creative partnerships. Active in public health, education, livelihoods, women's empowerment, youth development, and protection and promotion of rights, IRC assists people from harm to home. IRC has been operating in South Sudan since 1989.

SCOPE OF WORK

The WPE Manager – GBV Mobile Team will be the lead on implementing the IRC's emergency WPE mobile response in Koch County, Unity State, South Sudan. They will manage one Mobile Team, will be based out of Bentiu, and are expected to accompany the Mobile Team on their deployments across Koch County, prioritising areas with greatest need. With technical support from a WPE Coordinator and WPE Manager Bentiu, the WPE Manager will be responsible for ensuring that quality services are provided, and the Mobile Team is well supported. S/he will work to build productive working relationships and collaboration with health actors in the mobile locations, to best ensure women and girls have access to quality clinical management of rape services, as part of a referral pathway the mobile team will establish/update. The Emergency WPE Manager will be expected to build and maintain a productive working relationship and strong coordination and collaboration with the other WPE Manager who oversees programming in and around Bentiu.

The WPE Manager will provide technical oversight to staff in the area of protection and empowerment of women and girls, and the effects of the conflict and famine crisis on women and girls in general. S/he will place emphasis on training and coaching staff to build their GBV response and prevention capacity, and safety/security awareness, preparing the team for rapid mobile responses, setting-up quality mobile responses to reach women and girls in the conflict and famine affected areas, and adapting their programming according to the changing context. Due to the unpredictability in Unity State, the WPE Manager will be expected to make sound judgements on where the Mobile Team is able to implement in terms of security and location access during the wet season. The WPE Manager will be expected to stay abreast of security issues, work closely all the key security focal points (internally and externally), on how it will impact the Mobile Team and the communities they aim to reach, and quickly adapt the programming accordingly.

The IRC South Sudan, is looking for a highly organized, practical and motivated individual with a "can do" approach and attitude, who is able to work on all aspects of setting up and maintaining a mobile program response, from ensuring quality mobile GBV programming, to planning, logistics,

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context analysis, partnership building, coordination, budgeting, staff training and mentoring, and staff support, care and well-being.

SPECIFIC RESPONSABILITIES

Program management and technical quality

- Oversee the implementation of a mobile WPE program and its services and activities, ensuring they are of quality and meet international standards around supporting women and girl GBV survivors, specifically -
 - GBV case management (tailored to a mobile response)
 - Psychosocial support (PSS) activities within safe spaces
 - Community outreach, participation and engagement
- Ensure the design and implementation of all mobile WPE program aspects are directly informed by the voices of women and girls;
- Proactively work with all relevant IRC departments to best ensure successful deployments of the Mobile Team, including – logistics, transport, supply chain/procurement, finance, HR, security and senior management;
- Regularly and routinely liaise with the IRC's and external actor's security focal points and other key actors (including UNOCA, UNHAS) to ensure you have the most up to date security and road access/flight route information in Unity State, in particular Bentiu and Koch; and in a timely manner –
 - Adapt programming according to context changes that impact on programming;
 - Ensure any other challenges arising are responded to and work creatively and collectively to find solutions;
- Prepare the Mobile Team to respond quickly and flexibly to program changes, emerging crises and where relevant, newly accessible areas; and –
 - Work with the Mobile Team and partners to ensure any changes made that affect service provision are clearly communicated to the target communities;
- Support the Mobile Team to build and strengthen its community engagement in mobile locations, including - developing awareness raising messages to promote uptake of mobile GBV response services and build community support for the services in a timely manner;
- Build a productive working relationship with the health partner in the mobile locations and ensure CMR is provided and accessible; and provide technical support on CMR where requested.

Staff management, supervision and development

- Directly oversee the team, including some direct supervision of staff; and –
 - Conduct regular performance management and supervision sessions with supervisees, and address any performance issues in a timely manner in-line with The IRC HR policy; and support staff with supervisory responsibilities to carry out these tasks with their supervisees;
 - Ensure that all staff adhere to The IRC Way at all times and act on any breach in a timely manner in line with The IRC policies;
 - Ensure staff adherence to role/responsibilities, work and activity plans and schedules;
 - Provide on-going technical support, practical guidance and mentoring to the Response Officer on the provision of case management supervision for case workers;
 - Ensure and support weekly Case Work meetings to strengthen practice;
 - Ensure staff have a strong understanding of security procedures and are regularly reminded of those, including managing their expectations and perceptions around risk and security during mobile deployments;
- Provide needs-based training, coaching and guidance to the Mobile Team, covering GBV, service provision, mobile responses to ensure programming meets best practice;
- Ensure the mobile team is well supported through integrated staff care initiatives;

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- Maintain professional, supportive relationships with all team members and promote a strong team spirit.

Representation, coordination and advocacy

- Build productive working relationships, strong coordination and collaboration with humanitarian actors and other service providers in the mobile locations and Bentiu;
- Support the mobile team to conduct safety audits and take the lead communicating with other stakeholders to ensure all services mitigate the risk of GBV and are in line with IASC GBV Guidelines
- Work with the mobile team to communicate to other actors on the emerging needs and priorities for women and girls, and advocate for improved services and support for women and girls in the mobile locations and surrounding region, utilising learning and findings from the mobile response

Grant management, monitoring and reporting

- Manage and oversee the program grant; develop and maintain work plans, spending and procurement plans, and participate in all grant opening, review and closing meetings;
- Develop and maintain protocols and tools on information management in insecure environments to best ensure the Mobile Team records and handles information collected from its activities in a discrete and non-identifiable way, and -
 - During deployments, ensure that the Mobile Team are collecting, recording and storing information in-line with program indicators;
 - After deployments, ensure the Mobile Team report on each indicator in a post-deployment report and analysis;
- Support the Response Officer to ensure that case management data is correctly input into the GBVIMS and reported on in-line with internal procedures and shared as per the ISP;
- Oversee on-going quality monitoring of the program to ensure women and girls are accessing the mobile services and that services remain relevant and appropriate.

Other

- Undertake other relevant tasks as requested by the WPE Coordinator.

REQUIREMENTS

- Must have a university degree in social work, social science, gender, or other related course, or equivalent in relevant work experience;
- Must have proven GBV program and staff management experience and experience providing technical support on GBV programming, preferably in insecure locations;
- Must have excellent GBV case management skills and have provided direct case management to GBV survivors;
- Experience in managing mobile teams, preferably including managing a GBV emergency response;
- Demonstrated ability to multi-task and live and work well under pressure in unstable environment;
- Demonstrated ability to self-motivate, be highly organised, use initiative, be flexible, and actively and productively contribute to program's success and development;
- Experience using and good knowledge of the GBVIMS;
- Strong team player, motivator and organiser, with proven ability to successfully lead a team with multiple team members;
- Strong supportive supervision, coaching and mentoring skills;
- Strong understanding of staff well-being, care and support and how to practice this;

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- Excellent communication, facilitation, problem-solving, interpersonal and influencing skills with multiple and diverse stakeholders;
- Positive, professional and a “can do” attitude;
- Excellent oral and written communication skills;
- Experience in grant or budget management and M&E, preferably with proposal writing experience;
- Excellent computer skills: MS Word, Excel, Power point, professional use of e-mail and internet;
- Fluency in English
- Must be a South Sudanese National

The IRC and IRC workers must adhere to the values and principles outlined in IRC Way - Standards for Professional Conduct. These are Integrity, Service, and Accountability. In accordance with these values, the IRC operates and enforces policies on Beneficiary Protection from Exploitation and Abuse, Child Safeguarding, Anti Workplace Harassment, Fiscal Integrity, and Anti-Retaliation.

The position is for: **SOUTH SUDANESE NATIONAL WITH ALL THE NATIONAL DOCUMENTS.**

NOTE: Only short listed candidates will be contacted. Applicants should attach photocopies **ONLY** while original will be asked at the interview panel and all the photocopies will remain the property of IRC

How to apply: Interested applicants should submit a **CV with 3 references** and a copy of their **South Sudan national ID**, Mark clearly on the envelope to IRC’s application drop box at IRC Offices Juba or by email at ss-HR@rescue.org. Applications should be received no later than **June 9th, 2018**

Please remember to indicate the duty station while submitting the application.

WOMEN ARE STRONGLY ENCOURAGED TO APPLY