



ICRC

International Committee of the Red Cross
ICRC Compound, Ministries Road, Amarat Juba, South Sudan

Approved
[Signature]

13 FEB 2019

JOB ADVERTISEMENT PROTECTION FIELD OFFICER 1 (COMMUNITY-BASED PROTECTION AND HUMANITARIAN MEDIATION)

Based in Juba, with frequent travel

The International Committee of the Red Cross (ICRC) is an impartial, neutral and independent organization whose exclusively humanitarian mission is to protect the lives and dignity of victims of armed conflict and other situations of violence and to provide them with assistance.

The ICRC is mandated to work in countries affected by armed conflict or other situations of violence. The ICRC is present in over 80 countries and has some 15,000 field staff.

In 1986, the ICRC expanded its presence to South Sudan. There are around 1,000 ICRC staff working in Juba, Bentiu, Bor, Malakal, Rumbek, and Wau. The ICRC is looking for an enthusiastic and motivated person for the above position.

ICRC is an Equal Opportunity Employer giving highest priority to staff safety and security.

For more information, visit the ICRC website: <http://www.icrc.org/>

AIM OF THE POSITION

The Protection Field Officer 1 (Community-Based Protection and Humanitarian Mediation – CBP & HM) contributes to the implementation and monitoring of the ICRC's efforts to strengthen its community-based approach to protection and to the implementation of a pilot project in humanitarian mediation. S/he supports and complements the work of field teams in South Sudan with regard to the community-based analysis and response to humanitarian concerns that arise from the protection problems faced by communities as a result of armed conflict or other situations of violence. This requires frequent travel to field locations across South Sudan, including some extended periods of time in some areas.

Main Duties and Responsibilities:

Supports the development of the ICRC's community-based approach to protection:

- Supports the organisation of community-based protection (CBP) training.
- Supports field staff's overall implementation of the CBP approach, responses and follow-up, including: identification of communities/locations, risk assessment, preparation (including practical field trip preparation), accompaniment during CBP workshops and planning of action days, and support of restitution, follow up, and replication.
- Ensures adequate reporting of the outcomes of the CBP workshops and follow up activities (including in Prot6), and ensures the proper filing and management of PCP information.

Supports the implementation of, at least, one humanitarian mediation pilot project:

- Participates in and supports the running of the humanitarian mediation training.
- Supports the preparation and implementation of the humanitarian mediation pilot project.
- After training, develops his/her capacity to play the role of a neutral and impartial mediator to facilitate humanitarian mediation and dialogue facilitation.
- Contributes to documenting the pilot project to inform the institutional reflection on humanitarian mediation.

Throughout, the Protection Field Officer interacts with internal and external stakeholders. S/he:

- Represents the ICRC vis-à-vis communities, explaining the ICRC's mandate and activities.
- Builds a strong relationship of trust with the affected communities concerned, particularly in the area(s) of the humanitarian mediation pilot project.
- Develops and maintains contact with the authorities, the South Sudan Red Cross, communities, etc., as required in relation to the CBP and HM projects, and under the supervision of the line manager.
- Helps to make meetings meaningful (through preparation, participation, assessment, reporting and follow-up).

Reports on CBP and HM activities:

Only short-listed candidates will be contacted. Application files not retained will not be returned.



- Works with the line manager to gather, compile, and analyse relevant information – primarily through the CBP approach but also from other direct and indirect sources, as required.
- Participates in the periodical evaluation of the results achieved through community based protection and humanitarian mediation activities.
- Contributes to other internal written reports, as requested.

Contributes to other aspects of the programme:

- Organises field trips: arranges all necessary material / bookings, etc., with logistics, ICT, Administration, and other relevant departments.
- Supports the organisation and implementation of other protection-related workshops / training / assessments, etc.
- Contributes to the management and follow up of any PCP stock and activity costs.
- Undertakes other tasks (which may be administrative / logistics / finance-related), as requested.

Works as a team member:

- Acts as an interpreter for ICRC Delegates during interactions with individuals, communities, and authorities/weapon bearers when necessary, including during sensitive interviews with victims/witnesses of reported violations / other acts causing significant humanitarian consequences.
- Advises team members regarding cultural and socio-economic issues.
- Shows a good level of initiative and adaptability in a rapidly changing working environment.
- Fosters a conducive environment (multidisciplinary approach, good team dynamic).

ADDITIONAL DUTIES

- This role requires frequent travel. The employee will spend up to 60-70% of his/her time in the field.
- The employee may sometimes be asked to work during the weekend (Saturday and Sunday) when in the field, according to operational needs and priorities.
- The employee may sometimes be required to work overtime, in line with the needs of the department.

AUTHORITY AND POWERS OF ATTORNEY

- The Protection Field Officer 1 will be responsible for managing small working advances for purchases related to protection activities in Juba or in the field.

Education and professional qualifications

- Bachelor Degree, Associate Degree, or equivalent higher education degree in international relations, journalism, law, sociology, anthropology, or related studies
- Additional vocational training in a related field is an asset
- A minimum of 3-5 years of experience in protection, human rights, journalism, law, or related fields, is required
- Previous experience in community-based protection, psychosocial support, or humanitarian mediation, as well as with the Red Cross and Red Crescent movement is an asset

Required professional and technical skills

- Fluency (oral and written) in English and Arabic (including Juba Arabic)
- Knowledge of the Dinka language a strong asset
- Very good writing and reporting skills
- Flexibility to work in the field (approximately 60-70% of the time)
- Good computer skills, particularly Microsoft Word and Excel
- Good knowledge of the ICRC's mandate, international humanitarian law, and other topics related to humanitarian work, and particularly protection
- Skilled in the following competencies: Representing the ICRC; Networking & Communication; Adapting & Learning; Communication (ability to express and exchange views and ideas); Analysis & Synthesis; Planning & Organising
- Good knowledge of the security, socioeconomic, cultural, political, and humanitarian environment in South Sudan relevant to the ICRC (knowing the Rumbek / former Lakes State area an asset).
- Ability to analyse complex protection issues.
- Strong interpersonal skills and ability and sensitivity to interact and build trust with a wide range of people in a culturally sensitive manner.

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- Strong initiative and follow-through, capacity to think and work creatively, strategically, and autonomously.
- Ability to multi-task effectively, plan, organise, prioritise, and work under pressure.

HOW TO APPLY

Interested candidates should submit their application clearly marked "**Protection Field Officer 1 (Community-Based Protection and Humanitarian Mediation) – Juba**" (including C.V. written in English) and copies of certificates at latest **Monday, 4th March 2019** to the **HR Manager**.

either: At the ICRC reception in **Juba, Wau, Rumbek, Bor, Malakal, or Bentiu**

or By email to: jub_recruitment_services@icrc.org

*****Female applicants are strongly encouraged to apply*****

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