



**JOB DESCRIPTION**

Job Title:	<b>Better Aid Learning Adviser</b>
Location:	Juba, South Sudan
Reporting to:	CSRF Director
Key Relationships:	CSRF Research and Analysis and Capacity Building teams
Salary range:	\$55,073 – \$ 60,000 gross, plus other benefits
Application Opening Date	28 January 2019
Application Closing Date	28 February 2019

**Background:**

The Conflict Sensitivity Resource Facility (CSRF), funded by the British, Swiss, Dutch, and Canadian donor missions, supports 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 its 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 CSRF recently completed a two year pilot phase, and is now beginning a five year contract which extends from January 2019 to December 2023. The expanded programme includes increased commitment to and resources for the CSRF's learning agenda. This learning agenda is expected to:

- Help the CSRF and other interested parties better understand how aid workers, aid organisations, and the aid system can learn during complex crises;
- Collaborate with the CSRF Capacity Building team to develop tools and practices that can help to sustain institutional memory, informal and social learning within target organisations and the broader aid sector;
- Collaborate with the CSRF Research, Analysis, and Outreach colleagues to take forward the facility's 'Research-to-Practice' agenda;
- Design and facilitate learning and reflection events to build understanding and catalyse collective action on complicated issues facing the aid community in South Sudan;
- Learn from and contribute to global discussions about learning and adaptation in the aid sector;
- Employ the Outcome Harvesting methodology to evaluate and develop lessons from the CSRF's implementation that can inform programmatic shifts over the life of the programme.

The Better Aid Learning Adviser role has been created to lead on the CSRF's approach to this expanded learning agenda. The Advisor will work closely with the Juba-based team and the CSRF consortium to link the learning agenda with the other elements of programming, including research, analysis, outreach, and capacity-building.

The CSRF programme is implemented by a consortium of NGOs led by Saferworld in collaboration with swisspeace. 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. 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. The programme works with communities, traditional leaders, civil society, and state actors 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.

#### **Key areas of responsibility:**

- Work closely with a range of donors, aid organisations, humanitarian clusters, academics, and other stakeholders in South Sudan to better understand how to improve learning, apply learning, and build institutional memory within the aid sector;
- Provide advice, guidance, and mentorship to CSRF partners (formally and informally) on organisational learning and adaptation;
- Collaborate with the CSRF's Capacity Building team during institutional assessments of donors and aid organisations to build understanding of current challenges and opportunities for learning and adaptation;
- Work closely with the Capacity Building team to develop tools and practices that can help to sustain institutional memory, informal and social learning within the aid sector;
- Feed into CSRF research and analysis design processes and research Terms of Reference;
- Support the outreach strategies around CSRF research and analysis activities to help effectively reach target audiences;
- Design and facilitate learning and reflection events to build understanding on complicated issues facing the aid community in South Sudan;
- Learn from and contribute to global discussions about learning and adaptation in the aid sector;
- Lead on the CSRF's internal learning and evaluation processes and relevant reporting;
- Lead on data collection and knowledge management for the CSRF;
- Produce learning papers (or other learning products);
- Employ the Outcome Harvesting methodology to develop learning from the CSRF's implementation that can inform programmatic shifts over the life of the programme.

#### **Candidate Requirements**

##### **Essential requirements:**

- A university degree in a relevant field;
- At least 5 years of relevant work experience; this could include organisational management, analysis, monitoring & evaluation, management consulting, systems analysis.
- Knowledge of adaptive management methodologies and approaches (such as Problem Driven Iterative Adaptation (PDIA) or strategy testing).
- Experience designing, implementing or overseeing both participatory and theory-based M&E approaches within the INGO/NGO, Government or related sectors;
- Strong experience in humanitarian, development or peacebuilding sectors;
- Experience with knowledge management;
- Experience and comfort in facilitating discussions, sessions, and trainings;
- Experience and comfort in providing mentorship, guidance, and support to a range of actors;
- Strong problem-solving skills;
- Willingness to undertake regular field visits and interact with different stakeholders;
- Experience working in a conflict or fragile context;
- Ability to work collaboratively and constructively in a team and remote consortium;
- Ability to work independently and set ambitious, achievable goals;
- Demonstrated ability to learn quickly and adapt to changing contexts;

- High standard of computer literacy.
- Capacity to produce high quality verbal briefs and written reports in English;

**Desirable requirements:**

- South Sudan or regional experience;
- Experience in strategic planning, program design, and M&E planning development;
- Experience writing or contributing to global discussions around aid reform and learning.
- Understanding of conflict sensitivity methodologies

Saferworld is an equal opportunities employer. We encourage candidates from disadvantaged groups and candidates with disabilities to apply.

**TERMS AND CONDITIONS**

- **Terms of Contract:** Open, depending on funding and satisfactory performance
- **Salary range:** \$55,073 – \$ 60,000 plus other benefits
- **Probation:** There will be a probationary period of three months.
- **Leave:** 28 days/year in addition to agreed South Sudan public holidays. Expatriates will qualify for R&R benefits and housing.

**APPLICATION PROCESS**

Qualified candidates should complete the Saferworld **Job Application Form** and send to [recruitment@saferworld.org.uk](mailto:recruitment@saferworld.org.uk). Please use subject heading **CSRF LA-Juba**. Applications may be hand delivered to Saferworld head office in UAP-Equatoria Tower, 1<sup>st</sup> Floor, Wing B. Hai Neem, Juba.

**NB:**

- ❖ **This vacancy is open to South Sudanese Nationals ONLY**
- ❖ **Female candidates are strongly encouraged to apply**

We regret that only short-listed candidates will be contacted.

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