



**VACANCY RE-ADVERTISED**  
**Gender & Protection Project Manager, South Sudan**

Concern South Sudan is an international humanitarian NGO working in South Sudan since 1998. It is dedicated to the reduction of suffering and working towards the ultimate elimination of extreme poverty in the world's poorest countries through the provision of health & nutrition, shelter, WASH and livelihood activities in the three States of South Sudan.

Concern South Sudan is looking for a suitable candidate to fill the position **Gender & Protection Project Manager**. The position holder will be based in **Nyamlel**.

**Job purpose:**

The principal objective of the Senior Gender and Protection Officer is specifically to provide technical support in mainstreaming gender and protection in Concern's programmes, build capacity of program teams and Concern partners to effectively mainstream Gender and protection at both planning and programme implementation level. S/he will work closely with the social behaviour change team and field staff to monitor adherence to principles of gender and protection mainstreaming at ground level

**Duties & Responsibilities:**

**1. Technical support for Gender and Protection Integrating in Concern programmes**

- The Gender and Protection Officer shall oversee the development and implementation of gender equality and social protection activities in Concern's integrated programme in NBeG and effectively integrate gender and protection considerations in all project activities;
- Ensure that gender and protection strategies, guidelines and framework are in place to guide project implementation and ensure that all activities would promote gender and provide equal opportunities among participants;
- Ensure that project components and activities implemented are gender sensitive as outlined in all the project proposals and budget in accordance with Concern policies and guidelines;
- Provide technical support to Concern programme teams, implementing partners and local stakeholders to develop systems and mechanisms for proper mainstreaming of gender and protection in both long term development programmes and emergency response programmes to prevent, respond to, and resolve the abuse, neglect and violence experienced by children and women in communities;
- Manage and apply Concern's Gender and Protection principles and standards in programme implementation, monitoring and information systems.
- Present Concern gender and protection issues. Identifying opportunities to advocate Concern's position on the rights of the children and women through exchange of information, negotiation and lobbying.
- Conduct and review gender analysis to inform programming and development of appropriate activities to address the real issues on ground.

**2. Capacity building**

- Build the capacity of project team on gender and protection; provide team guidance and technical capacity to the project teams through orientations, operational plans, daily interaction, regular team meetings, field visits, and learning and reflection events to effectively and efficiently implement gender and protection aspects of projects.

- Develop and disseminate among staff resource materials verbal as well as non-verbal to impart gender and protection messages more effectively.
- Design and provide ToT for frontline staff on gender and protection and enable them to carry out training for community groups.

### **3. Monitoring and Evaluation**

- Monitor progress on gender inclusion and protection for different project activities implemented;
- Document all processes and materials related to gender, GBV and protection activities conducted; and share with project team, partners, HQs and other stakeholders relevant to gender and protection
- Collate/compile field-generated information and complete required progress/final reports related to gender and protection activities/events in a timely manner and in compliance with donor requirements for onward incorporation in the program reports;
- Review reports and other documents to ensure they reflect Concern's work on Gender and Protection

### **4. To work as a team member**

- Establishing and developing effective working relationship with Concern staff, Health Facility staff and community volunteers to ensure team work and integration.
- As team member effectively participating in any Preparing for Effective Emergency Response (PEER) process as deemed necessary. This may include being deployed to respond to emergencies as and when required.
- Participating in team decision making, planning and joint activities

### **5. Representation and Networking**

- Coordinate with UN agencies, INGOs, LNGOs, UN-Working Groups on Gender and protection and government departments around protection and gender issues in Concern programme area
- Represent Concern in state level working groups on Gender and protection

## **Concern Code of Conduct and its Associated Policies**

*Concern has an organisational Code of Conduct (CCoC) with three Associated Policies; the Programme Participant Protection Policy (P4), the Child Safeguarding Policy and the Anti-Trafficking in Persons Policy. These have been developed to ensure the maximum protection of programme participants from exploitation, and to clarify the responsibilities of Concern staff, consultants, visitors to the programme and partner organisation, and the standards of behaviour expected of them. In this context, staff have a responsibility to the organisation to strive for, and maintain, the highest standards in the day-to-day conduct in their workplace in accordance with Concern's core values and mission. Any candidate offered a job with Concern Worldwide will be expected to sign the Concern Staff Code of Conduct and Associated Policies as an appendix to their contract of employment. By signing the Concern Code of Conduct, candidates acknowledge that they have understood the content of both the Concern Code of Conduct and the Associated Policies and agree to conduct themselves in accordance with the provisions of these policies.*

### **Person's specifications:**

- **Minimum Qualification required:**
- Master's degree in Law, International Development, Human Rights, Political Science or related discipline
- 5 to 10 years' experience in a similar role, experience in managing a GBV/ Gender/Protection project at management level; additional experience in child protection programming is desired but not essential.

**Technical Skills & Abilities:**

- Professional experience related to GBV prevention and response in conflict and post conflict settings and skills in undertaking conflict analysis;
- Knowledge of international humanitarian standards for GBV prevention, protection and response;
- Solid experience in training and capacity building experience, particularly using participatory approaches and methods related to different components of GBV programming;
- Experience in developing and implementing GBV programmes, and monitoring and evaluation;
- Experience in working with civil society actors and faith based actors;
- Knowledge of international best practices, key international policy processes and frameworks related to GBV prevention, protection and response;
- Fluency in English; knowledge of local Arabic or Dinka will be an asset.

**How to apply:**

1. Interested Candidates are requested to submit their Applications, Updated CVs of not more than 4 pages and a copy of their nationality ID to: **HR Department, Concern Worldwide South Sudan head office located at Tongping, Airport Road opposite Ebony Bank, or HR Department- Nyamlel Field Office NOT later than 11<sup>th</sup> February 2019** or email it to; [vacancies.juba@concern.net](mailto:vacancies.juba@concern.net)
2. The position is open only to South Sudanese national only. *March 2019*
3. Only shortlisted candidates will be contacted and applications submitted will not be returned.
4. A detailed Job description will be provided to the successful candidate at the time of appointment.

**Note:** Those who previously applied should not apply again because we already have your information. We only need to get more potential candidates.