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Approval
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Unity State

PLAN INTERNATIONAL SOUTH SUDAN

EXTERNAL JOB ADVERTISEMENT

2 OCT 2026

Plan International is an independent development and humanitarian organization that advances children's rights and equality for girls. We drive changes in practice and policy at local, national and global levels using our reach, experience and knowledge. For over 80 years we have been building powerful partnerships for children and girls, and we are active in over 80 countries. Plan International has been working in South Sudan since 2009 and in close collaboration with the key stakeholders at all levels to bring positive and sustainable changes in the lives of children and girls of South Sudan.

In order to enhance its response program, Plan South Sudan is seeking to recruit a qualified South Sudanese to fill the position of **"Gender and Safeguarding Officer – to be based in Rubkona"**.

No. of Vacancies (1)

Job Title:	**Gender and Safeguarding Officer**
Department:	**Programs**
Reports to:	**Project Team Leader**
Level:	**12**
Location:	**Rubkona**

Purpose of the Role:

The Climate Proof Water for Food (W4F) Project is a multi-country (South Sudan and Ethiopia) and an integrated climate-resilience project supported by the African Development Bank. The project seeks to strengthen the resilience of vulnerable communities in Rubkona and Mayom Counties in Unity State, South Sudan, through climate-smart agriculture, food-security and livelihood interventions, climate-resilient water supply, sanitation and hygiene services, and improved management of floods and natural resources.

The project will work with communities, government institutions, local partners, and private-sector actors in Rubkona and Mayom counties of Unity State and national line ministries, including the Ministry of Finance and Planning (MOFP-SS), the Ministry of Agriculture and Food Security (MOAFS -SS), the Ministry for Water Resources and Irrigation (MWRI-SS), the Ministry Of Environment and Forestry (MEF-SS), the Ministry for Gender (MG-SS).

Ministry of Humanitarian Affairs and Disaster Management (MoHADM-SS). It will promote inclusive, gender-responsive, and environmentally sustainable approaches that strengthen food production, water security, and community resilience to climate change.

Dimensions of the Role:

The Gender and Safeguarding Officer will ensure that gender equality, women's empowerment, inclusion, safeguarding, and PSHEA are systematically integrated into the Climate-Smart Agriculture and WASH project. The role focuses on promoting equitable participation, leading staff and community capacity building, facilitating gender equality dialogues, and embedding safeguarding standards across all interventions. The officer will strengthen referral pathways, coordinate with partners, and provide technical input to monitoring and reporting, ensuring accountability and meaningful benefits for all participants, especially women and marginalized groups.

Key End Results and typical Responsibilities;

- Lead the mainstreaming of gender equality, women's empowerment, inclusion, safeguarding, and PSHEA across project design, implementation, monitoring, and reporting.
- Conduct gender and safeguarding risk assessments to identify barriers to participation and propose mitigation measures that uphold do no harm principles.
- Deliver trainings and orientations for staff, volunteers, and community structures on gender equality, women's empowerment, inclusion, safeguarding, and PSHEA, ensuring practical application in climate-smart agriculture and WASH interventions.
- Facilitate community dialogues on gender equality, women's empowerment, participation, and safeguarding, creating safe spaces for inclusive engagement and promoting positive social norms that support equitable access to agricultural resources and opportunities.
- Promote women's participation and leadership in climate smart agriculture and WASH interventions, ensuring their active involvement in decision-making processes and access to resources, inputs, and technologies.
- Support the design and monitoring of agricultural interventions to ensure they are gender-responsive, inclusive, and safeguard the rights and dignity of beneficiaries.
- Establish and strengthen safe and confidential referral pathways for safeguarding and PSHEA concerns, ensuring timely follow-up and coordination with relevant actors.
- Provide technical input into monitoring, evaluation, and reporting frameworks, ensuring data is disaggregated by sex, age, and disability, and that gender equality and safeguarding indicators are tracked.
- Develop and disseminate awareness messages on gender equality, women's empowerment, safeguarding, and PSHEA tailored to agricultural communities, supporting translation into local languages where necessary.
- Represent the project in coordination forums and working groups related to gender, safeguarding, and PSHEA, liaising with government, UN agencies, and NGOs to strengthen collaboration and accountability.





- Delegate tasks and decisions, trusting and stretching others but ensuring they have the resources and support they need.
- Create space for reflection and uses external evidence and internal evaluation to identify what and how we need to improve and then to support others through change.
- Build positive relationships outside their own work area, being willing to compromise own preferences to achieve our broader purpose and longer-term impact

BUSINESS MANAGEMENT COMPETENCIES

- Understand relevant sectorial context including how the sector operates in terms of partners and governance and awareness of Plan's purpose, values, and global strategy
- Manage legal and reputational risk including risk assessment, communication, risk management and reporting in full compliance with risk-related standards, including in areas such as Child and Youth Safeguarding and Protection, Gender equality and inclusion, Counter Fraud, Safety and Security
- Manage people and information including skills in assessment and coaching, evidence-based management, communication skills, both speaking and writing, and digital working, including personal digital skills

Technical Expertise, Knowledge and Skills Required to Achieve Role's Objectives:

Required Qualifications and Technical Expertise

- University degree or equivalent in Gender Studies, Social Science, Social Work or related fields
- Minimum of 3-5 years of relevant working experience in gender equality, GBV, safeguarding, protection, prevention and response programming, humanitarian affairs or human rights.
- In-depth knowledge of gender and protection in humanitarian and resilience settings, including gender-based violence, humanitarian policy issues, and their linkage with agriculture and WASH

Key Skills

- Computer knowledge - Microsoft Word, Excel, Outlook
- Strong command of both written and spoken English and knowledge of local language
- Solid analytical, writing skills, and communication skills.
- Sound knowledge and skills in training and facilitation.
- Team spirit and excellent interpersonal relations.

Communications and Working Relationships:

Working contacts inside and outside the organization, include the purpose and level (high, medium, low) of the contact.

Internal:

- Project Team Leader
- Project Coordinators
- Plan International and Partner project staff
- Visiting National Offices and Donors staff

PLAN INTERNATIONAL PLAN COUNTRY OFFICE

MINISTRY OF LABOR, PUBLIC SERVICE AND HUMAN RESOURCE DEVELOPMENT
26 OCT 2026
UNITY STATE - RSS
DIRECTOR OF LABOUR & INDUSTRIAL RELATIONS

- Contribute to regular project reports and documentation of lessons learned, highlighting progress, challenges, and best practices in gender equality, women's empowerment, inclusion, safeguarding, and PSHEA.

Safeguarding Children and Young People (Safeguarding), Gender Equality, and Inclusion (GEI) Commitment (5%)

- Commit and contribute to an environment where children and adult program participants feel respected, supported, safe and protected;
- Never act or behave in a manner that results in violence including SHEA against a child, young person or adult or places them at risk of such violence;
- Be aware of and adhere to the provisions of the Safeguarding Policy, PSHEA Policy and COC of Plan International;
- Report and respond to safeguarding and SHEA concerns and breaches in line with the applicable procedures of Plan International;
- Maintain confidentiality of safeguarding and PSHEA concerns reported;
- Never participate in or support child marriages.

Dealing with Problems/Risks

Complexity of problems handled & the degree of investigation, analysis, & creative thinking required to solve them;

- Facilitating cordial relationships with and among various stakeholders from a variety of backgrounds.
- Patience in dealing with difficult children and staff
- Handling conflicting priorities and ad-hoc requests from various stakeholders in the best interest of Plan International.
- Given the wide scope of responsibility and limited resources, it is essential that the post holder is able to effectively manage a variety of tasks and clearly identify priorities.
- Creativity in developing strong partnerships and in making use of internal and external resources.
- Ensuring active and full participation of all stakeholders.

LEADERSHIP AND BUSINESS MANAGEMENT COMPETENCIES

Leadership Competencies;

- Align work priorities and resource deployment in own area with Plan International's wider goals and longer-term direction.
- Lead through influence rather than position, and role model PI values, accelerating gender equality inside and outside Plan International and addressing resistance. Self-aware and keen to learn, seeking feedback and creates a safe environment for others to challenge self or raise concerns.
- Achieve desired outcomes and finds innovative solutions by using the expertise and creativity of others and adopting a coaching approach with the people they manage or advice.



- Other Plan staff

External

- Government offices at State and County levels, agencies, clusters and donors
- Children and their families
- Parents and other members of the communities
- Other partners

PLAN INTERNATIONAL'S VALUES IN PRACTICE

We are open and accountable

- Promotes a culture of openness and transparency, including with sponsors and donors.
- Holds self and others accountable to achieve the highest standards of integrity.
- Consistent and fair in the treatment of people.
- Open about mistakes and keen to learn from them.
- Accountable for ensuring we are a safe organization for all children, girls & young people

We strive for lasting impact

- Articulates a clear purpose for staff and sets high expectations.
- Creates a climate of continuous improvement, open to challenge and new ideas.
- Focuses resources to drive change and maximize long-term impact, responsive to changed priorities or crises.
- Evidence-based and evaluates effectiveness.

We work well together

- Seeks constructive outcomes, listens to others, willing to compromise when appropriate.
- Builds constructive relationships across Plan International to support our shared goals.
- Develops trusting and 'win-win' relationships with funders, partners and communities.
- Engages and works well with others outside the organization to build a better world for girls and all children.

We are inclusive and empowering

- We empower our staff to give their best and develop their potential
- We respect all people, appreciate differences and challenge equality in our programs and our workplace
- We support children, girls and young people to increase their confidence and to change their own lives

Physical Environment

- Standard office environment with some exposure to heat, cold, dirt, noise and rainy weather conditions; dim or crowded surroundings, especially when in the field
- The post holder has a travel required of 40% to the field areas and the country office.

Level of Contact with Children:

- High level of contact with children



Inclusion and Diversity.

Plan International is an equal opportunity employer within the meaning of the relevant UN convention, Equality, diversity and inclusion is at the very heart of everything that Plan International stands for. Qualified Women and people with special needs are strongly encouraged to apply.

Employment of Relatives:

Plan International South Sudan is an equal opportunity employer. However, it discourages employment of relatives of staff members because of the conflict of interest associated with it. While trying to avoid such cases, applicants are required to declare in writing if they have any relatives working with Plan International South Sudan.

Application Submission Details:

All applications should be marked **"Application for the Position of "Gender and Safeguarding Officer" Based in Rubkona" and should be addressed to**:

The Director of People and Culture - Shared Services
Plan International South Sudan
Juba, Hai Jerusalem.

NB: All Applications should be hand delivered to Plan International Office in Rubkona OR submitted Online through hr.ss@plan-international.org

The closing date for receipt of applications is before close of business on Monday, 9th November 2026.

All applicants interested in this position are required to **update their Curriculum Vitae (CV)** to include the **most recent employer and referees' official email addresses.**

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