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Approved by

Director of Labour  
11/09/2025  
MINISTRE DE  
REPUBLIQUE DU SUDAN

# Job Announcement-Senior Technical Officer

HI-SOUTH SUDAN

Position title	Senior technical Officer
Position in duty Station	Boma
Duration	7 Months
Working Day/time	From Monday - Thursday (07:30 AM - 05:00 PM) & on Friday from 7:30am-12:30pm
Salary	According to HI salary grade
Line Manager	Project Manager
Date of Advert	11 <sup>th</sup> September 2025
Closing Date	30th September 2025

### Contextualization<sup>1</sup>

HI has been operating in South Sudan since 2006, implementing emergency and development actions aimed at improving protection, quality of life, and the promotion of rights of vulnerable individuals, including people with disabilities; persons with mental health issues; survivors of Sexual and Gender Based Violence (SGBV); Elderly Persons in need (EPN), and Orphans and Unaccompanied Minors. HI's current operations are centered in POC and IDP sites outside Juba city; as well as the host communities of Yei and Yambio in Central Equatorial and Torit in Eastern Equatoria, with the Country Office based in the capitol of South Sudan, Juba. Following requests from humanitarian partners through the Protection and Health clusters in mid-2014, HI launched its Flying Team mechanism, a mobile response that operated in South Sudan through integrated programming until 2020 and focused on providing inclusive humanitarian actions. Overall, about 50,000 direct beneficiaries (people with disabilities and other most vulnerable) are being targeted through functional rehabilitation, Individual protection assistance, MHPSS and Livelihood projects, with a strong emphasis on mainstreaming disability inclusion and enhancing inclusiveness in humanitarian action. HI current programs are funded by SSHF - South Sudan Humanitarian Fund-, FCDO, MOFA Luxembourg, GFFO and among other donors. HI South Sudan was increasingly solicited to support external actors (UN agencies, INGOs, OPDs) on IHA to strengthen

### Purpose of the job:

#### General mission

Under the responsibility of the Protection Project Manager, the Protection Senior Technical Officer will contribute to the implementation of HI's mandate in South Sudan. He/she will provide technical expertise to ensure high-quality and impactful delivery of the project protection and MPHSS activities. The STO will work in close collaboration with the program's technical team. He/she will be responsible for providing training, ongoing support, and technical advice to project team members. The role will also



involve ensuring that project approaches are inclusive, contextually appropriate, and aligned with HI's standards and donor requirements.

## Missions / responsabilités<sup>2</sup>

### Key Responsibilities

**Mission 1: Providing guidance and technical support to projects in accordance with the protection technical frameworks and protection general standards**

- Provide day-to-day tailored technical guidance, capacity building and support to protection and MPHSS teams, that Protection caseworkers who will do the GBV/CP, case management and Psychosocial Workers (PSWs) who will be responsible of working MHPSS.
- Ensure all protection and MPHSS activities, such as case management, GBV response, Child protection, MHPSS interventions (layers 1 and 2 of the IASC pyramid), and child protection services follow relevant national and international standards and guidance (e.g. IASC, CPMS, GBVIMS).
- Ensure protection project activities are implemented in line with HI's technical frameworks, donor requirements, and national protection guidelines, recommending adjustments or improvements when gaps are identified.
- Ensure technical coherence and integration of MHPSS and protection within multi-sectoral and integrated projects

Define, review and adapt project tools, SOPs, and documentation in collaboration with the Protection Project manager and Global and Regional Protection Specialist

- to align with global best practices in case management, MHPSS, CP and GBV prevention/response.
- Support the MEAL and project teams in collecting, analyzing, and reporting technical data on protection monitoring, MHPSS activities, and case management outcomes.
- Coordinate and collaborate with technical partners (UNFPA, UNICEF, Protection Cluster, GBV Sub-cluster, MHPSS Working Group) as delegated by the Project Manager or Global, regional and national protection and MHPSS technical specialist.
- Ensure adequate support partners to manage activities under his / her scope
- Ensure regular technical quality control of projects and programmes and issue warnings and recommendations
- Ensure the correct implementation of robust data collection, reporting and management systems, including GBVIMSs, IRs and other relevant information-sharing protocols.
- Guarantee all protection related information (GBV, CP, General Protection) is safely stored, anonymized, and used ethically, with full respect for confidentiality and survivor-centered principles and in line with HI global guidance and relevant international standards.
- Conduct regular data quality checks with the teams, ensuring timely corrections and consistent use of databases.
- Oversee compliance with data protection regulations, safeguarding sensitive information of survivors and at-risk groups.



***Mission 2: Providing project-based technical learning***

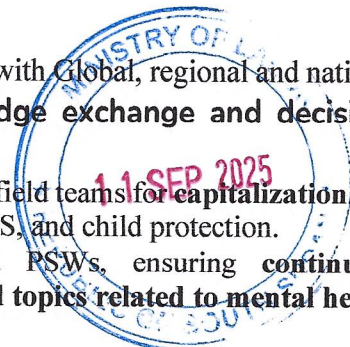
- Share updates, field-level evidence, and technical challenges with Global, regional and national protection and MHPSS technical specialist a for **knowledge exchange and decision-making**.
- Gather case studies, success stories, and lessons learned from field teams for **capitalization and documentation of best practices** in protection, GBV, MHPSS, and child protection.
- Lead technical learning sessions for caseworkers and PSWs, ensuring **continuous improvement in case management, referral pathways, and topics related to mental health and psychosocial wellbeing**.
- Implement **audit and evaluation recommendations**, integrating them into technical activities to strengthen accountability and service quality.
- Conduct **self-evaluation and technical reviews** of project activities in protection, GBV, and MHPSS, and participate in internal evaluation cycles under the supervision of the Project Manager and in close collaboration with HQ technical specialists (MHPSS and Protection)
- Anticipate and prepare for **nexus adjustments (humanitarian–development–peace)** in technical activities, especially in fragile contexts.
- Contribute to drafting **terms of reference (ToRs)** for technical evaluations and participate in external reviews as required.
- Initiate and/or implement to projects' technical learning within MPHSS and protection sectorial scope
- Support the integration of learning into project design and strategic planning by providing technical recommendations on Protection and MPHSS
- Collaborate with MEAL teams to ensure MHPSS and Protection indicators are designed to support meaningful technical learning and evidence generation
- Monitor the implementation of audit recommendations, if applicable, in his/her sectorial scope
- Collaborate with Project Managers and MEAL teams to ensure monitoring tools capture both quantitative outcomes and qualitative dimensions of service quality

***Mission 3: Contributing to the animation of his/her sector***

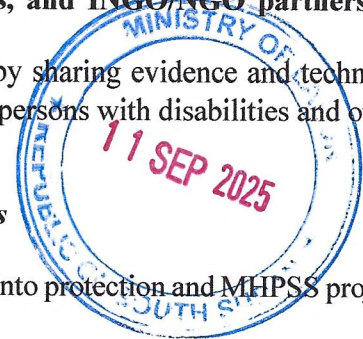
- Participate in the recruitment of protection and MPHSS teams (such as caseworkers, protection officers, Psychosocial Workers (PSWs) and MHPSS staff,) ensuring **technical criteria and competencies in GBV, CP, and MHPSS** are considered.
- Facilitate and/or co-lead **technical trainings and refreshers** for caseworkers and MHPSS staff, including (but not limited to) safe disclosure, survivor-centered approaches, and psychological first aid (PFA).
- Support the professional development of staff by contributing to the **skills upgrading plan**, and act as a **third-party assessor** for case management competencies when needed.

***Mission 4: Contribute to ensure the technical influence of HI on its perimeter***

- Represent HI's **technical expertise in GBV, MHPSS, and Child Protection** in local and regional coordination forums, as delegated by the Project Manager or Global, regional and national protection and MHPSS technical specialist.



- Strengthen collaboration with **government actors, clusters, and INGO/NGO partners** on technical aspects of protection and MHPSS service delivery.
- Contribute to HI's **advocacy and policy influence efforts** by sharing evidence and technical insights on inclusive protection programming, especially for persons with disabilities and other at-risk groups.



***Mission 5: Emergency Preparedness and Response Responsibilities***

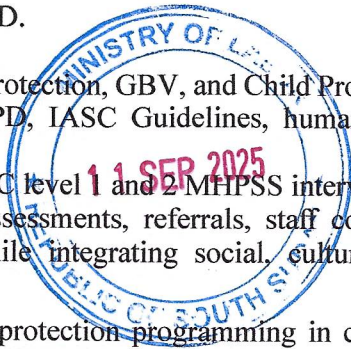
- Support the integration of **emergency preparedness actions** into protection and MHPSS project activities, ensuring teams are ready to respond to crises.
- In emergency situations, adapt technical approaches in GBV, CP, and MHPSS to ensure **safe, timely, and context-appropriate service delivery**.
- Provide technical supervision to staff during emergencies, reinforcing safe case management practices and psychosocial support.



### Other skills<sup>3</sup>

#### Professional technical skills - Sectors of intervention.

- The applicant shall possess a valid South Sudan national ID.
- Willing to base in the Jebel Boma and travel to Kasingore
- The applicant shall have at least 5 years of experience in Protection, GBV, and Child Protection, He/she will demonstrate strong knowledge of the CRPD, IASC Guidelines, human rights frameworks, and inclusive development principles.
- The applicant is able to design, adapt, and implement IASC level 1 and 2 MHPSS interventions in line with international standards, including needs assessments, referrals, staff coaching, community engagement, and use of MEAL tools, while integrating social, cultural, and structural factors in a conflict-sensitive way.
- Proven experience in technical support to MHPSS and protection programming in complex settings.
- Extensive knowledge of international standards, guidelines, and legal frameworks related to General Protection, Gender-Based Violence (GBV), and Child Protection (CP)
- Mastery of protection analysis and strategic planning
- Extensive experience in implementing protection interventions (including specific CP and GBV ones) addressing risks related to disability, gender, and age (DGA)
- Strong command of safe programming and risk mitigation, including safeguarding
- Strong command of inclusive change management in services and the implementation of disability-inclusive laws and policies (including the inclusive transformation of services, organizations, and societies).
- Advanced knowledge of and experience with Monitoring, Evaluation and Learning with international cooperation and/or humanitarian agencies.
- Familiarity with management and monitoring tools.
- Experience working with or supporting Organizations of Persons with Disabilities (OPDs) and promoting inclusive protection interventions.
- The applicant will demonstrate excellent skills in providing training, technical guidance, and facilitation to project teams, including caseworkers and MHPSS staff.
- Ability to work effectively in multicultural and remote field settings, engaging with diverse stakeholders, including local authorities, community elders, and humanitarian partners.
- Proven experience in project cycle management, including monitoring, evaluation, reporting, and learning.
- Possess prior relevant experience working with persons with disabilities and ensuring their inclusion in protection and GBV programming.
- Demonstrate a clear understanding of gender inequalities and the specific risks and protection concerns affecting women and girls, including GBV.
- Adaptable and flexible, able to maintain best practices in challenging and high-pressure environments.
- Demonstrate a positive and professional attitude, with the ability to organize work, prioritize tasks, maintain composure, coordinate multiple responsibilities, work overtime when necessary, and ensure attention to detail.



### Application Submission

All hard copy applications must be submitted to HI Juba Field Office, or ForAFrika to Thrive, Jebel Boma Center, not later than **30th September 2025** or by email to [recruitment@southsudan.hi.org](mailto:recruitment@southsudan.hi.org). Due to urgency of this positions, all applications will be reviewed on a rolling basis.

Please Note : 1) Persons with special needs and Women are encouraged to apply

2) This job description can be modified to align with the specific changes in the needs and context of the organization and project from time to time.

