



INTERNAL/EXTERNAL VACANCY ANNOUNCEMENT

Vacancy No. JBA-2021/18/01/001

Who we are?

The Danish Refugee Council (DRC) is a private, independent, humanitarian organization founded in 1956. DRC currently works on all aspects of refugee cause in more than twenty-five countries throughout the world. The aim of DRC is to protect refugees and internally displaced persons (IDPs) against persecution and to promote durable solutions to the problems of forced migration, on the basis of humanitarian principles and human rights. DRC works in accordance with the UN Conventions on Refugees and the Code of Conduct for the ICRC and NGOs in Disaster Relief.

The protection and assistance to conflict affected population is provided within a long-term, regional and rights-based approach in order to constitute a coherent and effective response to the challenges posed by today's conflicts. Assistance consists of relief and other humanitarian aid, rehabilitation, support to return and repatriation as well as promotion of long-term solutions to displacement and its causes. In addition, support and capacity building of local and national authorities and NGOs form an integral part of DRC's work.

Country and Project Background:

The Danish Refugee Council/Danish Demining Group (DRC-DDG) has been working in Sudan since 2004 and was subsequently present in South Sudan when it gained independence in 2011. DRC-DDG South Sudan programme's current focus is on supporting forcibly displaced and conflict-affected people, including refugees, internally displaced persons (IDPs) and returnees, to access their rights in a safe and secure environment. Currently DRC-DDG is operational Unity states and Upper Nile region. Presently the South Sudan Programme works in 6 field locations, working in the sectors of Camp Coordination and Camp Management, Protection, Shelter/NFI, and Food Security and Livelihoods.

DRC-DDG Seeks to Recruit: -

Position Title:	Conflict Analysis Specialist
Reports to:	Conflict Management Team Leader
Duty Station:	Juba-Roving
Contract Type	Standard contract of 6 months with possibility of extension depending on funding
Eligibility:	South Sudanese Nationals.
Employment Start Date:	1 st March 2021
Salary	According to DRC DDG Salary scale
Advertisement Closing Deadline	5 th February, 2021, 5:00 PM, EAT



Purpose of the post

The Conflict Analysis Specialist will take the lead on field level coordination and meeting facilitation supporting conflict-sensitive programming across a multi-sector Food for Peace (FFP) project covering 7 counties of Unity and Western Bahr El Ghazal (WBEG) States. The post holder is also expected to contribute to the development of a methodology for ensuring conflict sensitivity through DRC/DDG's Peacebuilding teams, as well as directly facilitating processes that ensure conflict sensitivity across Food Security & Livelihoods, Protection, Shelter / NFI and Camp Coordination and Camp Management programming. The CA Coordinator will manage and drive forward this process, provide close technical direction and guidance to field teams, including liaison with contacts within other DRC/DDG departments

and external partner agencies on issues related to conflict-sensitive programming. The post holder will spend the majority of their time at DRC/DDG's field sites, with a focus on Wau, Jur River (WBEG), Rubkhona (Unity) and Maban (Upper Nile) Counties.

Responsibilities and Tasks

The post-holder should be able to advise DRC Peacebuilding and other departments in conflict-sensitive approaches. Specific responsibilities include:

PROGRAMME DEVELOPMENT & IMPLEMENTATION:

- Field-based supervision and direct implementation of activities, with a focus on quality control and conflict-sensitive delivery of all activities
- Support the design of processes ensuring that CA data informs conflict-sensitive programme design and targeting
- Facilitation of meetings with DRC and external partners reviewing conflict-sensitivity across programme activities on a quarterly basis
- Work closely with field-based DRC Protection and FSL teams to identify and engage target beneficiaries for support
- Responsible for the development of survey tools, oversight of data collection, and analysis of CA data gathered by field teams
- Oversee regular field-based needs assessments, ranging from anecdotal qualitative research to full-sample household surveys in coordination with the Monitoring, Evaluation, Accountability and Learning (MEAL) department
- In cooperation with the Conflict Management PM, contribute to the design of new funding and projects as necessary
- Provide leave cover in location for field-based FFP Peacebuilding teams when they are absent from the programme.

TECHNICAL STANDARDS & TRAINING:

- Review and contribute to programme-level documents guiding conflict sensitivity across DRC South Sudan
- Contribute to the development of training packages, and directly deliver training to Peacebuilding, DRC and external partner staff in conflict analysis and sensitivity
- Enumeration training and supervision of data collection staff involved in conflict analysis

REPORTING:

- Ensure quality control and timeliness of conflict analysis survey from field locations, including capacity development of staff to effectively document and analyse information being gathered



- As required, drafting of brief conflict analysis reports focused around specific activity sets or locations of interest
- Create new and improve current reporting templates if directed
- Documenting success stories and lessons learned for development of donor reports and case studies
- Contribute to donor reporting

COORDINATION & RELATIONSHIPS:

- Jointly with the Peacebuilding Coordinator and PM, act as the focal point for all liaison with other DRC departments and external partners on conflict sensitive programming

PERSON SPECIFICATION

Qualifications and Experience:

- At least 5 years of experience working in relevant fields (Peacebuilding, Protection mainstreaming, conflict analysis, context analysis)
- Skilled in employing creative approaches to conflict sensitive programme design and delivery
- Proven negotiation, training, mentoring and participatory facilitation skills.
- Previous experience of programme design and development, including proposal writing and project cycle management. Experience with quantitative and qualitative surveys/research methodologies
- Strong grasp of English, including outstanding writing skills.
- Excellent understanding of the South Sudan national and local contexts.
- Comfortable working in basic conditions for extended periods.
- Experience with participatory action planning and / or research.



Experience and technical competencies – Desirable

- Experience working in the Peacebuilding sector is highly desirable
- Master's degree in a social science, eg. human security, international development, humanitarian assistance, conflict resolution, or similar. Background in conflict management, youth programming or social care are all desirable.
- Previous experience managing field teams, logistics and financial systems strongly preferred.

Note: Only candidates who meet the required educational qualification and work experience would be short listed.

Education:

- Minimum bachelor's degree in relevant field
- Desirable - Master's degree in a social science, eg. human security, international development, humanitarian assistance, conflict resolution, or similar, is preferred

Languages:

- English – Fluent, including outstanding writing skills.
- Arabic – Fluent
- Dinka, Nuer, or Mabanese is an asset

Key stakeholders:

- FFP Consortium partners
- Community leaders
- Protection Cluster (field-level and Juba) Conflict Sensitivity Resource Facility (CSRF)

Find the definition of DRC's Core competencies [here](#)

All DRC staff should master the 5 core competencies:

- **Striving for excellence:** you focus on reaching results while ensuring an efficient process
- **Collaborating:** you involve relevant parties and encourage feedback.
- **Taking the lead:** you take ownership and initiative while aiming for innovation
- **Communicating:** You listen and speak effectively and honestly.
- **Demonstrating integrity:** you act in line with our vision and values



How to apply

Please send a cover letter outlining how your skills and experience meets the Person Specification along with your up to-date CV, Copies (not original) of National ID card and academic certificates to Human Resources department through ssd-jobs@drc.ngo.

OR

Submit your hard copy application to the Human Resource department to the attention of **HR/Admin Officer DRC-DDG office in Juba or OR any nearby DRC Office**. Title of the position/vacancy number MUST be clearly mark in the application subject line and on envelop. DRC-DDG is an equal opportunity employer; we encourage all qualified South Sudanese to apply, irrespective of gender, religion, and age. **Female Candidates are strongly encouraged to apply.**

Due to the urgency of the position the vacancy may be filled before the deadline.

Further information

NOTE:

Only short-listed candidates will be contacted. We appreciate your application however; only short-listed candidates will be contacted for interview. If you have not been contacted within one Week of the closing date, we regret that your application has been unsuccessful. Please continue, however, to periodically review our website, South Sudan NGO Forum website <http://www.comms.southsudanngoforum.org> for other suitable opportunities.