



# NORWEGIAN CHURCH AID actalliance

## NCA SOUTH SUDAN PROGRAM

### ADVERTISEMENT

**Position:** Protection Specialist  
**Reporting to:** Protection Manager  
**Duty Station:** Twic  
**Type of Contract:** Casual contract- 2 months  
**Number of Positions:** 1

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### **Organization Profile**

Norwegian Church Aid (NCA) is an ecumenical, diaconal, humanitarian, and non-profit Non-Governmental Organization (NGO) mandated by churches and Christian organizations in Norway to work for global justice, by empowering the poor and challenging the wealthy and powerful. Together with our constituency and our partners, NCA commits to the vision: Together for a Just World. NCA provides assistance to the people of South Sudan and has been present in the country continuously since 1972.

### **The Position**

The Protection Specialist will provide technical support to NCA's Protection Program in Twic. This role is designed to strengthen community-based protection (CBP) structures and enhance case management systems to ensure effective and sustainable protection responses.

### **Areas of Responsibility/main tasks**

- Provide 8 weeks of technical support to establish/strengthen Community-Based Protection (CBP) mechanisms.
- Strengthen the capacity of CBP structures through training, mentoring, and technical guidance.
- Prepare technical reports and share best practices with the Protection Program Manager.
- Together with Community outreach workers led the establishment or strengthen existing CBP.
- Together with Community outreach workers and Protection Officer, conduct protection-risks/ monitoring to identify risks, vulnerabilities, and emerging trends in the protective environment.

### **Educational Qualifications, Experience and Skills**

- University degree in Sociology, Psychology, Social Work, Law, or a related field.
- At least 3 years of relevant work experience in a related area.
- Demonstrated expertise in community-based protection approaches and case management.
- Written and verbal proficiency in English and the local language.
- Preferably from the project operational area of Twic/Warrap.
- Good understanding of the local context, especially regarding the IDP/Returnees situations in the area.

- Understanding of humanitarian response, particularly protection concepts and approaches.
- Good interpersonal, communication, organizational, and analytical skills.
- Ability to work well in a team.
- Ability to travel independently, including to rural communities, and work long hours in the project operational area.
- Ability to work in a multi-cultural environment.

**Additional Note; Only female candidates**

Interested candidates should submit the following documents along with their application:

- A cover letter with full contact details, explaining why they feel they are suitable for the position.
- A current CV
- Copies of their academic qualification certificates
- Three references, which should include their current or most recent supervisor.

NCA is an equal opportunity employer, qualified female candidates, people with disability are encouraged to apply.

Applications can be delivered to Kuajok Field Office, or submit it to [azima.arkanjelo.rockson@nca.no](mailto:azima.arkanjelo.rockson@nca.no) and [najh@nca.no](mailto:najh@nca.no)

Deadline for receiving applications is **10<sup>th</sup> April 2026**

Only short-listed candidates will be contacted. This position is open to South Sudanese citizens.



Approved by Acting Director  
for Labour, Warap State  
↳ Labour card is one of the  
requirement to apply.

KI4  
27/03/2026





# NORWEGIAN CHURCH AID actalliance

## NCA SOUTH SUDAN PROGRAM

### ADVERTISEMENT

**Position:** Protection Officer  
**Reporting to:** Protection Manager  
**Duty Station:** Twic  
**Type of Contract:** Full time contract- 5 months  
**Number of Positions:** 1

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### **Organization Profile**

Norwegian Church Aid (NCA) is an ecumenical, diaconal, humanitarian, and non-profit Non-Governmental Organization (NGO) mandated by churches and Christian organizations in Norway to work for global justice, by empowering the poor and challenging the wealthy and powerful. Together with our constituency and our partners, NCA commits to the vision: Together for a Just World. NCA provides assistance to the people of South Sudan and has been present in the country continuously since 1972.

### **The Position**

The Protection Officer is responsible for implementing protection monitoring, psychosocial, case management and community based protection activities in selected payams of Twic county. The position focuses on undertaking regular protection monitoring visits, collecting and recording data, identifying and referring at risks individuals, support the team with disseminating protection information, and documenting emerging protection concerns and trends.

### **Areas of Responsibility/main tasks**

- Overall responsible for the planning, monitoring, implementation, and follow up of the protection project within Twic county.
- Lead the development, implementation and monitoring of monthly and weekly activity plans for the WGFS and protection team to achieve expected results.
- Line management responsibilities for NCA's protection team in Twic county.
- Contribute in the design and revision of protection monitoring tools, testing procedures, and plans, report write-ups, as well as in analyzing the collected data together with the project management team.
- Conduct focus group discussions & key informative interviews with persons of concern that are age, gender, and diversity appropriate, following protection guidelines, principles, and suitable interview techniques, and carry out KII/FGDs with adults focusing on protection concerns.
- Conduct protection monitoring in assigned counties.
- Engage and establish partnerships with community leaders, chiefs, and other relevant stakeholders to promote participation in, support for, and improved understanding of the program activities
- Assist in the collection and analysis of data relevant to the IDP/ returnees population and their protection concerns, focusing particularly on protection

- Perform any other duties as requested by the Protection Manager

### **Educational Qualifications, Experience and Skills**

- University degree/ Higher Diploma in Sociology, Psychology, Social Work, Law, or a related field.
- At least 2 years of community based experience, with strong knowledge of protection minimum standards, protection in emergency, and human rights principles.
- Comprehensive understanding of protection issues and responses, such as working with people with special needs, women and children.
- Written and verbal proficiency in English and the local language.
- Preferably from the project operational area of Twic/Warrap.
- Good understanding of the local context, especially regarding the IDP/Returnees situations in the area.
- Good interpersonal, communication, organizational, and analytical skills.
- Ability to work well in a team.
- Ability to travel independently, including to rural communities, and work long hours in the project operational area.
- Ability to work in a multi-cultural environment.

### **Additional Note; Only female candidates**

Interested candidates should submit the following documents along with their application:

- A cover letter with full contact details, explaining why they feel they are suitable for the position.
- A current CV
- Copies of their academic qualification certificates
- Three references, which should include their current or most recent supervisor.

NCA is an equal opportunity employer, qualified female candidates, people with disability are encouraged to apply.

Applications can be delivered to Kuajok Field Office, or submit it to [azima.arkanjelo.rockson@nca.no](mailto:azima.arkanjelo.rockson@nca.no) and [najh@nca.no](mailto:najh@nca.no)

Deadline for receiving applications is **10<sup>th</sup> April 2026**

Only short-listed candidates will be contacted. This position is open to South Sudanese citizens.



*Approved by Acting  
Director for Labour,  
Klarrap State - Kugon  
← Labour card is one of the  
requirements to apply.*

*KIP  
27/3/2023*





**NORWEGIAN CHURCH AID**  
**actalliance**

**NCA SOUTH SUDAN PROGRAM**

**ADVERTISEMENT**

**Position:** Protection Team Leader  
**Reporting to:** Protection Officer  
**Duty Station:** Twic  
**Type of Contract:** Full Time contract- 5 months  
**Number of Positions:** 2

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**Organization Profile**

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**The Position**

The Protection Team Leader will work under the line and technical management of Protection Officer. The position will directly manage and supervise day to day protection mobile teams, the position focuses on undertaking regular protection monitoring visits, collecting and recording data, identifying and referring at risks individuals, case management, individual protection assistance, community based protections, support the team with disseminating protection information, and documenting emerging protection concerns and trends.

**Areas of Responsibility/main tasks**

- Lead and supervise protection mobile teams to ensure effective planning, coordination, and delivery of protection activities, provide guidance, coaching, and on-job technical support to team members.
- Conduct and oversee regular protection monitoring visits in refugee sites and host communities.
- Oversee case management and individual protection assistance, psychosocial and community-based protection structures, ensuring quality and accountability.
- Identify and refer individuals at risk to appropriate services, ensuring timely follow-up.
- Ensure accurate data collection and recording, and support analysis to inform protection responses.
- When necessary, conduct focus group discussions & key informative interviews with persons of concern that are age, gender, and diversity appropriate, following protection guidelines, principles, and suitable interview techniques, and carry out KII/FGDs with adults focusing on protection concerns.
- Promote protection mainstreaming and safeguarding, ensuring adherence to humanitarian standards and organizational policies.

- Coordinate and strengthen community-based protection initiatives, fostering participation and resilience.
- Perform any other duties as requested by the Protection Officer.

### **Educational Qualifications, Experience and Skills**

- University degree/ Higher Diploma in Sociology, Psychology, Social Work, Law, or a related field.
- At least 2 years of community based experience, with strong knowledge of protection minimum standards, protection in emergency, and human rights principles.
- Comprehensive understanding of protection issues and responses, such as working with people with special needs, women and children.
- Written and verbal proficiency in English and the local language.
- Preferably from the project operational area of Twic/Warrap.
- Good understanding of the local context, especially regarding the IDP/Returnees situations in the area.
- Good interpersonal, communication, organizational, and analytical skills.
- Ability to work well in a team.
- Ability to travel independently, including to rural communities, and work long hours in the project operational area.
- Ability to work in a multi-cultural environment.

### **Additional Note; Only female candidates**

Interested candidates should submit the following documents along with their application:

- A cover letter with full contact details, explaining why they feel they are suitable for the position.
- A current CV
- Copies of their academic qualification certificates
- Three references, which should include their current or most recent supervisor.

NCA is an equal opportunity employer, qualified female candidates, people with disability are encouraged to apply.

Applications can be delivered to Kuajok Field Office, or submit to HR Officer [azima.arkanjelo.rockson@nca.no](mailto:azima.arkanjelo.rockson@nca.no) and [najh@nca.no](mailto:najh@nca.no)

Deadline for receiving applications is **10<sup>th</sup> April 2026**

Only short-listed candidates will be contacted. This position is open to South Sudanese citizens.



*Approved by Acting  
Director for Labour,  
Karrap State - Kuajok,  
- Labour card is one of the  
requirement to apply.*

*K14  
29/03/2026*





# NORWEGIAN CHURCH AID actalliance

## NCA SOUTH SUDAN PROGRAM

### ADVERTISEMENT



**Position:** Psychosocial Worker

**Reporting to:** Protection Officer

**Duty Station:** Twic

**Type of Contract:** Full Time Contract

**Contract Duration:** 5 months

**Number of Positions:** 10

Female candidates are strongly encouraged to apply for this position.

#### **Organization Profile**

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#### **The Position**

The Psychosocial Worker position will be based in Twic county with frequent movements/deployment in Twic payams.

#### **Areas of Responsibility/main tasks**

##### **A. Psychosocial Support**

- Prepare and facilitate psychoeducational and psychosocial support group activities.
- Collaborate with protection caseworkers to lead basic emotional support group sessions for women and girls, as well as other at-risk groups.
- Ensure a safe and friendly atmosphere within WGSS (Women and Girls Friendly Spaces) activities.
- Lead life skills training/social capacity building initiatives for women and older adolescent girls.
- Facilitate, collect and report information regarding the overall situation of vulnerable women and girls at risk.
- Work closely with community outreach workers to deliver community-based psychosocial support and emotional assistance to survivors and their families.
- Share and distribute informational materials on coping strategies and self-care practices to promote mental well-being among at risk women and girls
- Conduct regular evaluations of psychosocial support individual/group activities to assess their impact and make necessary adjustments for improvement.
- Support Case workers to ensure elements of psychosocial support are addressed in service provisions.

- Support Protection risk monitoring, and rapid assessments, FGD, KII, and safety audits.
- Refer and link cases to safe space, or to other relevant actors, coordinate with protection team.
- Carry out any other tasks assigned by Protection Officer/ management team from time to time.

**Educational Qualifications, Experience and Skills**

- Hold at least Diploma/Certificate in Psychology, Gender/Social Sciences, Social work and Social Administration, or public health.
- Should have served in a similar position in a non-Governmental Organisation or UN agencies for at least 2 years in the same capacity.

**Other Desired Competencies.**

- University/ diploma degree in psychology, Social Work, or a related field.
- At least 6 months of relevant work experience.
- Written and verbal proficiency in English and the local language.
- Preferably from the project operational area of Aweil, Aweil West.
- Good understanding of the local context, especially regarding the IDP/Returnees situations in Twic payams.
- Understanding of humanitarian response, particularly protection concepts and approaches.
- Good interpersonal, communication, organizational, and analytical skills.
- Ability to work well in a team.
- Ability to travel independently, including to rural communities, and work long hours in the project operational area.
- Ability to work in a multi-cultural environment.

Interested candidates should submit the following documents along with their application:

- A cover letter with full contact details, explaining why they feel they are suitable for the position.
- A current CV
- Copies of their academic qualification certificates
- Three references, which should include their current or most recent Supervisor.

NCA is an equal opportunity employer, qualified female candidates, people with disability are encouraged to apply.

Applications can be delivered to Kuajok Field Office, or submit to HR Officer [azima.arkanjelo.rockson@nca.no](mailto:azima.arkanjelo.rockson@nca.no) and [najh@nca.no](mailto:najh@nca.no)

Deadline for receiving applications is **10 April 2026**

Only short-listed candidates will be contacted. This position is open to South Sudanese citizens.



*Approved by Acting Director  
for Labour, Karam State -  
Kuajok.  
← Labour card is one of the  
requirements to apply*

*KK*  
*24/03/2026*





# NORWEGIAN CHURCH AID actalliance

## NCA SOUTH SUDAN PROGRAM

### ADVERTISEMENT

**Position:** Community Outreach Worker  
**Reporting to:** Protection Officer  
**Duty Station:** Twic  
**Type of Contract:** Full Time Contract  
**Duration:** 5 months  
**Number of Positions:** 5

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#### **Organization Profile**

Norwegian Church Aid (NCA) is an ecumenical, diaconal, humanitarian, and non-profit Non-Governmental Organization (NGO) mandated by churches and Christian organizations in Norway to work for global justice, by empowering the poor and challenging the wealthy and powerful. Together with our constituency and our partners, NCA commits to the vision: Together for a Just World. NCA provides assistance to the people of South Sudan and has been present in the country continuously since 1972.

#### **The Position**

The Community Outreach Worker position will be based in Twic county, with frequent movements/ deployment to Twic payams.

#### **Areas of Responsibility/main tasks**

- Offering awareness on various Protection related topics, coordinate with women and girls safe space staff and community based protection committees.
- Facilitate, collect and report information regarding the overall protection vulnerabilities and at risk groups.
- Developing and facilitating relationships between relevant community stakeholders, community based committees to manage the implementation of projects within Twic payams.
- Organizing community meetings, led community based protection committees and community events, as necessary.
- Distributing informational material to community to describe what, where, and when program services are available for survivors.
- Raise awareness among women and girls in the community about the available services and activities.
- Carry out community sensitization, awareness raising and education sessions.
- Create and maintain a positive relationship with community gate keepers and women, girls and community in the general.

- Refer and link cases to safe space, or to other relevant actors, coordinate with WGFS team.
- Carry out any other tasks assigned by Protection Officer/ management team from time to time.

### **Educational Qualifications, Experience and Skills**

- Hold at least Diploma/Certificate in Gender/Social Sciences, Social work and Social Administration, Psychology, or Public health.
- Should have served in a similar position in a non-Governmental Organisation or UN agencies for at least 2 years in the same capacity.

### **Other Desired Competencies.**

- Fluent in spoken Arabic and knowledge of local context are added benefits.
- Fluent in spoken and written English
- Should be computer literate.
- Demonstrate flexibility, reflection, and the ability to maintain positive relationships and composure in stressful situations.
- Exceptional cooperative skills, seeing strengths as well as opportunities in colleagues and partners.
- Exceptional interpersonal, communication and networking skills.
- Excellent communication skills and capacity to engage partners and staff.
- Report writing and project management skill.
- Accountability, client & results orientation.

Interested candidates should submit the following documents along with their application:

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- A current CV
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- Three references, which should include their current or most recent supervisor.

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Deadline for receiving applications is **10th March 2026**

Only short-listed candidates will be contacted. This position is open to South Sudanese citizens.



*Approved by Acting Director  
for Labour, Warrap State  
- Kuajok  
- Labour card is one of the  
requirements to apply.*

*KK*  
*27/03/2023*





# NORWEGIAN CHURCH AID actalliance

## NCA SOUTH SUDAN PROGRAM



### ADVERTISEMENT

**Position:** Protection Case Worker  
**Reporting to:** Protection Officer  
**Duty Station:** Twic  
**Type of Contract:** Full Time contract- 5 months  
**Number of Positions:** 8

Female candidates are strongly encouraged to apply for this position.

#### **Organization Profile**

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#### **The Position**

The Case Worker position will be based in Twic and its payams, Warrap.

#### **Areas of Responsibility/main tasks**

##### **Case Management**

- Support counselling and general case management services to survivors and at risks individuals.
- Ensure regular monitoring, follow-up, and progress reviews of cases.
- Implement case management processes, including referrals, follow-up, and case closures (if and when appropriate) in a timely manner.
- Prepare reports of home visits and psychosocial counselling conducted, and submit them to Protection Officer.
- Carry out ethical and safe follow-up visits to monitor the progress of vulnerable persons, including women, girls, and children at risk, and provide necessary support.
- Ensure timely referral of survivors to the most appropriate services available (medical care, mental health and psychosocial support, legal counseling and assistance, safe shelter, education, and livelihood opportunities).
- Offer awareness on various protection and psychosocial topics in collaboration with the Community Outreach Worker.
- Prepare and submit monthly individual work plans to the Protection Officer.

##### **Support WGFS Team;**

- Conduct interviews, needs assessment and;

- Work with community structures, CBPC, WGFS team and partners to develop and maintain appropriate referral pathway and service mapping to improve assistance for vulnerable women and girls.
- Facilitate, collect, raise awareness, and report information regarding the overall situation of vulnerable individuals and those at risk, to encourage them to come forward and seek assistance.
- Conduct home visits with assigned area as per approved monthly work plan.
- Carry out any other tasks assigned by the Protection Management team from time to time.

### **Educational Qualifications, Experience and Skills**

- University degree in Sociology, Psychology, Social Work, or a related field.
- At least one year of relevant work experience in a related area.
- Written and verbal proficiency in English and the local language.
- Preferably from the project operational area of Malakal.
- Good understanding of the local context, especially regarding the IDP/Returnees situations in the area.
- Understanding of humanitarian response, particularly protection concepts and approaches.
- Good interpersonal, communication, organizational, and analytical skills.
- Ability to work well in a team.
- Familiarity with monitoring and evaluation tools and documents, including Kobo, 5W.
- Ability to travel independently, including to rural communities, and work long hours in the project operational area.
- Ability to work in a multi-cultural environment.

### **Additional Note; Only female candidates**

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Deadline for receiving applications is **10<sup>th</sup> April 2026**

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*Approved by Akiy  
Director for Labour,  
Khartoum state - Kuajok  
Labour card is one of the  
requirement to apply.*

*KIY*

