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 Approved by
 Labour
 Dm
 16/7/2019



INTERNAL/EXTERNAL VACANCY ANNOUNCEMENT

Vacancy No: JBA-2019/16/7/1

Who we are?

The Danish Refugee Council (DRC) is a private, independent, humanitarian organization founded in 1956 currently working on all aspects of the 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 in Greater Eatoria, Unity and Upper Nile States. Currently the South Sudan Programme works in 5 field locations working in the sectors of Camp Coordination and Camp Management, Protection, Shelter/NFI, and Food Security and Livelihoods and Demining.

DRC-DDG Seeks to Recruit: -

Position Title	Protection Specialist (Senior protection officer)
Report to	Mobile Protection Manager
Duty Station	Juba with 70% field travel
Contract Type	Fixed-term with possibility of extension depending on funding availability
Employment Start Date	As soon as possible
Eligibility	South Sudanese Only
Salary	According to DRC DDG Salary policy - non negotiable
Advertisement Closing Deadline	7 th Aug, 2019

Purpose of the post

Overall purpose of the role:

The Senior Protection Officer will assist the Mobile Protection Manager in leading her/his team in information gathering, mission planning and deploying to hard-to-reach field locations. His/her role will be to conduct rapid protection assessments and response activities in crisis-affected areas. During assessment missions, the Senior Protection Officer will assess the protection concerns and needs of the affected population by gathering information through activities such as focus group discussions and key informant interviews with stakeholders. The Senior Protection Officer will contribute to the analysis of data collected in order to address the identified protection concerns and advocate for appropriate responses. Additionally, the Senior Protection Officer will plan and execute response activities, such as providing Individual Protection Assistance, support to Persons with Specific Needs, conducting referrals to the relevant actors and delivering training and awareness sessions for community leaders on human rights and basic protection principles. The Senior Protection Officer will throughout her/his work ensure

adherence to the Humanitarian Principles, Protection Principles, confidentiality, do-no-harm and strictly adhere to the Code of Conduct.

Responsibilities and Tasks

Responsibilities:

- Coordinate and support the team of Protection Officers during all activities with the support and guidance of the Mobile Protection Manager
- Gather information concerning security, local context, access, needs etc. in locations of interest to the Emergency Team
- Organize field missions e.g. by drafting mission safety plans, mission terms of reference, manage logistics and coordinate with stakeholders at the field level etc.
- Assist the Mobile Protection Manager in building the capacity of the Protection Officers
- During response missions, facilitate awareness raising sessions and activities in the field, disseminating information about policies, laws and entitlements relevant to the population of concern
- Ensure that the Protection Officers work as a team, and coordinate effectively within the team, as well as with other teams and departments
- Prepare all necessary documentation for each activity (including TORs, Purchase Requests, budgets etc.)
- Compile field mission reports in a timely manner
- Liaise and build partnerships with local authorities, chiefs and other relevant stakeholders in mission locations
- Assist in the collection and analysis of data, policies, laws and entitlements relevant to the affected population
- Participate in coordination meetings as requested by Protection Manager
- Perform any other duties as requested by the Protection Manager

PERSON SPECIFICATION

Experience and technical competencies: (include years of experience)

- At least 3 and above years' field experience in South Sudan, involving Protection, Human Rights, Prevention and Response to Gender-Based Violence and/or Child Protection or related field
- Comprehensive understanding of human rights and protection principles
- Excellent interpersonal skills - works well with people of different cultures, gender and backgrounds
- Commitment to human rights and protection principles
- Strong organizational skills
- Familiarity with customary laws, judiciary systems and legal developments and issues in South Sudan
- Works respectfully and collaboratively with colleagues to achieve results as a team
- Remains productive when under pressure, with the ability to prioritize effectively, and respects and adheres to deadlines
- Able to work in a variety of environments and prepared to conduct field missions for a minimum of one-week duration to remote locations with few amenities
- Experience in conducting trainings and awareness sessions in field settings
- Positive attitude
- Energetic, hardworking and motivated

Education: (include certificates, licenses etc.)

- Higher Diploma or Degree in Social Sciences, Law, or related field
- Knowledge of Microsoft Word, Excel and Email application software
- Fluency in English and Arabic required

Language

- Excellent written and spoken English
- Fluency in Arabic

How to apply

Please send a covering letter outlining how your skills and experience meets the Person Specification along with your CV, National ID card and academic documents 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 Manager DRC-DDG Office located along Addis Ababa Road opposite NPA Mine Action Main Office, or any other DRC-DDG Office near your location.

Further information

Title of the position/vacancy number MUST be clearly marked in the application and on envelop.

Gender Equity: DRC-DDG is committed to achieving gender parity in staffing at all levels. In light of this, women candidates are particularly encouraged to apply to bridge the gender gap.

Equal Opportunity: DRC-DDG is an equal opportunity employer. We value diversity and we are committed in creating an inclusive environment based on mutual respect for all employees. We do not discriminate on the basis of age, sex, disability status, religion, ethnic origin, colour, race, marital status, or other protected characteristics.

Further information

Please note, as this position is urgent, applicants may be shortlisted and interviewed prior to the closing date. We appreciate your application however, only short listed candidates will be contacted for interview. If you have not been contacted within two weeks 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://comms.southsudanngoforum.org/> for other suitable opportunities.

