



Gudele, Hai Peace Residential Area, Plot Nos. 512 & 513, Block III Juba City, South Sudan
stewardwomen.jobs@gmail.com; www.stewardwomen.org

2st December, 2025

Position	<i>Advocacy Officer- Gender Justice (National, Regional and International Treaties)</i>
Job summary	The position holder is responsible for developing, executing, and managing advocacy strategies focused on the ratification, domestication, and effective implementation of key national, regional, and international human rights treaties relevant to women and girls in South Sudan. The role requires expertise in legal analysis, high-level policy engagement, and strong coordination with government bodies, civil society organizations, and international partners.
Organization	STEARAWOMEN
Location	Juba, South Sudan
Reporting authority	Access to Justice Manager
Expected date of assumption of duty	February, 2026

1. Introduction and background,

1.1 Introduction,

STEARAWOMEN is a women-led Organization founded in March 2009 and registered with the South Sudan Relief and Rehabilitation Commission as a not-for-profit non-governmental organization (Vide Reg.# 037). The mission of STEARAWOMEN is "to develop, shape and empower South Sudanese women to advocate for policies that foster equal economic opportunity and secure human rights for women and girls". The vision is "A South Sudanese Society free from the violations of the human rights and dignity of women and children". STEARAWOMEN was founded to address the problems of sexual violence against women and girls, trafficking in person (TIP), community insecurity and conflicts, and poor governance among others. STEARAWOMEN is a member of the Solidarity of African Women's Rights (SOAWR) coalition, the African family law network, COCAFEM/GL network (Great Lakes Women Network for Peace), and the Crimes Against Humanity (CAH) Treaty (global) coalition, and holds "Observer Status" with the African Commission on Human and People's Rights. STEARAWOMEN also chairs the rule of law AoR (Area of Responsibility) of the GBV sub-cluster in South Sudan, through which it provides strategic direction on the GBV legal framework to GBV partners in the country so as to strengthen their institutional response on gender-justice.

Through the support of our regional and international gender-justice experts, STEARAWOMEN is in the final stages of setting-up a (Africa) regional hub in South Sudan, with a wider outreach to countries with similar contexts (faces persistent insecurity and structural discrimination that limit access to protection and justice)- the Great Lakes countries and beyond. The multi-year initiative (effective January 2026-2030) will address the intersecting forms of violence and backlash through a coordinated feminist justice and survivor-protection approach. We are in search of a committed and mature female



legal expert in International Law to join our team of legal experts in the position of Advocacy Officer (Gender Justice), effective February 2026.

1.2 Key successes of STEWARDWOMEN,

With our core competence in programming gender justice (16+ years) in South Sudan, the key achievements are, 1) successfully provided leadership and mobilized forty-five (45) CSOs working on human rights in South Sudan through the CCORPs (Coalition of CSOs for Ratification of Maputo protocol) to advocate for the ratification of Maputo protocol by the government of South Sudan. 2) developed the family court (GBV) risk mitigation (strategy) initiative in 2013 in collaboration with the traditional chiefs in Tonj East County, Warrap state, which granted the first land mark divorce case to a woman among the Dinka community. Subsequently, the family court initiative led to the establishment of the GBV and juvenile courts in the high court of Juba. In 2016, STEWARDWOMEN also successfully prosecuted the first case of child marriage in South Sudan through a mobile court held in Kapoeta, Eastern Equatoria state.

2. Key Roles and Responsibilities,

The specific duties and responsibilities of the post holder are, but not limited to the following:

2.1 Treaty monitoring and reporting (compliance),

- a) *Treaty Analysis & Compliance Monitoring:* Systematically track the status of ratification, reservations, and compliance by the Government of South Sudan (GoSS) with core international and regional instruments, including, but not limited to:
- b) *Shadow Reporting:* Lead the research, drafting, and submission of high-quality alternative (Shadow) reports to UN Treaty Bodies (such as the CEDAW Committee) and regional human rights mechanisms, ensuring civil society perspectives are robustly represented.
- c) *Domestic Legislation Review:* Review draft and existing national legislation, policies, and laws (e.g., Penal Code, Family Law Bill, Anti GBV Bill, Child Act etc) to identify gaps and discrepancies concerning international treaty obligations, and propose concrete amendments to ensure domestication.

2.2 Advocacy and lobbying,

- a) *Government Engagement:* Cultivate and maintain high-level working relationships with key government ministries (e.g., Justice, Gender, Foreign Affairs), the National Legislative Assembly, and relevant commissions to lobby for policy and legal reforms.
- b) *Policy Briefing & Dialogue:* Prepare and present concise, evidence-based policy briefs, legal analyses, and position papers to decision-makers, advocating for accelerated ratification and implementation of key treaties.
- c) *International Advocacy:* Represent STEWARDWOMEN in regional and international forums, to present findings and secure external support for treaty compliance efforts in South Sudan.
- d) *Campaign Development:* Design and implement targeted, public-facing advocacy campaigns to raise awareness among the public and policymakers regarding treaty obligations and women's rights.

2.3 Research, analysis and communication,

- a) *Legal Research:* Conduct detailed legal research on evolving international law standards, case precedents, and best practices related to the protection of women's rights and gender equality in conflict and post-conflict settings.



- b) *Knowledge Products*: Produce and disseminate authoritative knowledge products, including legal memoranda, advocacy toolkits, newsletters, and articles, translating complex legal obligations into accessible language for diverse audiences.
- c) *Data Collection*: Collaborate with program teams to ensure advocacy positions are grounded in programmatic data and evidence from the field regarding the impact of non-compliance.

2.4 Partnership and capacity-building,

- a) *Strategic Partnerships*: Establish and strengthen collaborative relationships with national and international Civil Society Organizations (CSOs), legal aid organizations, and human rights defenders to form unified advocacy platforms.
- b) *Technical Support*: Provide technical legal expertise and advisory support to STEWARDWOMEN's leadership and program staff on treaty-related matters and advocacy interventions.
- c) *Training and Sensitization*: Develop and deliver specialized training workshops for partners, community leaders, women leaders, and CSOs on the content and use of international human rights instruments in domestic litigation and advocacy.

3. Required Qualifications,

- a) Master's Degree in International Law **OR** Bachelor's Degree in Law (LLB) with a minimum of three (3) years of proven experience in legal advocacy, reporting, or treaty monitoring, preferably in South Sudan or the East African region.
- b) Fluency in English (written and spoken) is essential. Knowledge of Arabic or other local languages is highly desirable.
- c) Strong understanding of the political, legal, and cultural context of South Sudan.
- d) Demonstrated experience in policy engagement and drafting legal documents or shadow reports.

4. Core Competencies,

- a) Exceptional legal research and analytical skills.
- b) Proven ability to network, negotiate, and influence high-level stakeholders.
- c) Excellent written and verbal communication skills.
- d) Strategic thinking and results-oriented approach.

5. Salary,

Very competitive and attractive, determined by the level of competence demonstrated by the selected candidate for the position.

6. Application procedure,

The position is strictly reserved for qualified **female South Sudanese nationals**. South Sudanese female nationals who meet the above job requirements are asked to submit an updated and summarized CV (maximum 2 pages) including contact details of two (2) professional referees through our email only: stewardwomen.jobs@gmail.com. The position for which the application is submitted should be clearly indicated in the subject line of the email. Please address your application to: The Human Resource Officer, STEWARDWOMEN. Only shortlisted applicants will be contacted. Applications will be received through 2nd Dec. 2025 and 5th January, 2026.

