



SO.H-3
Approved by
A/ Director of Labour
17 JUN 2025

Where childhood thrives, war does not. ADVERTISEMENT DESCRIPTION

Title:	Safety and Access Manager
Reports to:	Chief of Party, Pathways to Empowerment for Youth in South Sudan
Location:	Juba with Regular field travels.
Open Date:	June 17 th 2025
Close Date	July 4 th 2025

Background

War Child Canada is a registered Canadian charity based in Toronto that works to accelerate peace and disrupt the cycle of violence by investing in and empowering local communities to build brighter futures through comprehensive, evidence-informed programs that foster resilience, self-reliance, and self-determination.

War Child Canada is globally recognized for our grassroots, community-driven model of humanitarian action that's rooted in collaboration and entirely locally led. We have developed a solid track record of long-term, sustainable impact supporting children and families living in areas dominated by conflict.

War Child Canada works with some of the most vulnerable populations around the world and is a leader in developing and implementing programs specifically targeting and protecting children, women, and displaced people living in the most complex humanitarian environments in Afghanistan, the Democratic Republic of Congo, South Sudan, Sudan, Uganda, and Yemen.

Child Safeguarding

The role holder will have contact with children and/or young people either frequently (e.g. once a week or more) or intensively (e.g. four days in one month or more or overnight) because they work in country programs; or are visiting country programs; or because they are responsible for implementing the policy checking/vetting process of staff.

Role Purpose

To support the organization in effectively managing security risks posed to the personnel/ staff, assets, programs and operations of War Child South Sudan Country Office under the Pathways to Empowerment (P2E) Project. The role will provide Safety and Access support to all consortium partners under P2E. Furthermore and in conjunction with the appropriate government entities, UN and other INGO partners the job purpose includes continuous security risk assessment and providing advice on safety and security risk management; the maintenance of appropriate measures and guidelines; developing and updating CO security guidelines and ensuring that field working practices are robust; and that all staff and partner organizations are aware of, trained in, and adhere to safety & security policies' guidelines and procedures. Integral to the position is the ability to work successfully with field teams to cultivate capacity and motivation, thereby ensuring field-based responsibility for security analysis and management.

Pathways to Empowerment Project Context

The "Pathways to Empowerment" (P2E) project is a major new program funded by the Mastercard Foundation aimed at enhancing educational access, fostering economic empowerment, and strengthening institutional capacity to benefit marginalized groups, especially refugees, internally displaced persons, returnees, and host communities. Over a period of six years (2025–2030), the project is designed to provide sustainable opportunities and pathways to dignified employment among youth in affected regions of South Sudan. P2E is delivered through a consortium of five co-lead partners – Titi Foundation; Windle Trust International, Humanitarian and Development Consortium (HDC), UNHCR, and War Child Canada along with various Refugee-Led Organizations.

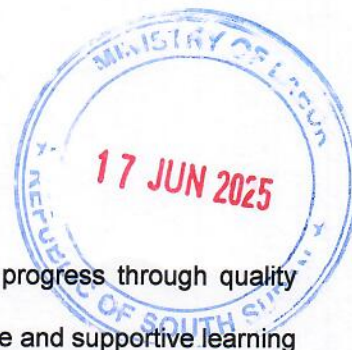
P2E Purpose

The primary purpose of the P2E project is to create supportive environments that enable marginalized youth, particularly young women and people with disabilities, to gain quality education and access to dignified work. The project aims to dismantle barriers to education and employment through various interventions, including teacher training, policy strengthening, and direct support for youth entrepreneurs.



**SOUTH SUDAN
PROGRAM**

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P2E Intended Outcomes

1. Education Access and Quality Improvement:

- Expand access to secondary and tertiary education, ensuring that youth can progress through quality education pathways.
- Strengthen the capacity of educational institutions and teachers to create inclusive and supportive learning environments.

2. Economic Empowerment and Livelihoods:

- Transition young people into employment and access fulfilling work.
- Support youth entrepreneurs by connecting them with financial resources to foster business development.

3. Policy and Institutional Strengthening:

- Equip government officials with the skills to enhance policies for refugee inclusion.
- Build the capacity of Refugee-Led Organizations (RLOs) to increase their effectiveness and impact within communities.

KEY AREAS OF ACCOUNTABILITY

General

- Ensure that WCC South Sudan Country Office complies with all War Child Canada's Global Security Policy and the WCC South Sudan Country Specific Security Plan, as well as ensure there is compliance with South Sudan laws and regulations.
- Ensure that WCC South Sudan Country Office maintains an effective and consistent communication system, including available communication equipment.
- Coordinate with safety and security focal persons in the various project locations on budgeting & resource allocation and training plans for safety and security
- Be a member of and provide safety and security guidance to WCC South Sudan Incident Management Team (IMT).
- Provide information, as needed to WCC's global Crisis Management Team (CMT)

Information, Assessment & Analysis

Support the WCC Country Office teams with:

- Information gathering, filtering, classification/ analysis and reporting on the safety and access status in line with WCC South Sudan Country Specific Security Plan and in compliance with relevant South Sudan laws.
- Gathering information from a variety of sources, the Safety and Access Manager will produce analyses of the safety and access situation in South Sudan with reference to how it affects the P2E Project staff, assets and operations. This information and analyses will be used for: (a) Written and oral safety and access briefings (b) Production of advisories for specific threats (c) Generating immediate safety warnings/alerts and incorporation into training.
- Assist with threat risk assessments process of field offices and operational areas; report findings and advice on necessary improvements.
- Monitor the safety and access environment and recommend adjustments to the WCC Country Specific Security Plan's policies, guidelines and procedures as appropriate.
- Ensure that staff are trained on incident reporting and filling out incident reports forms for submissions to the Country Director or authorized focal point.
- Monitor and provide support to working practices within the context of safety and access risks and alert management if inappropriate decisions are impacting on the safety of the team or external perception of the organization, thereby creating safety risks.
- Conducting threat assessments, and determining the threat levels

Development, Review and Updating of Safety and Security Guidelines & Procedures

- Support in the development, continuous review and updating of the following key security management guidelines:
 1. Country Specific Security Plan.
 2. P2E Project Risk Register.
 3. Visitor's Safety and Access briefs.



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Quality Framework Standards

- Ensure periodic review on the P2E Project compliance with the WCC South Sudan Country Specific Security Plan and WCC Global Security Policy.
- Continuous monitoring of improvement plans for P2E project partner safety and access plans.

Capacity Enhancement, Training and Security Briefings

- Identify needs and strengthen the capacity of P2E partners around security and risk management processes including but not limited to context analyses and threat identification; vulnerability assessment and impact analysis; risk determination and mitigation; safety and security planning and standard operating procedures; stakeholder engagement, monitoring, documentation and reporting.
- Maintain safety briefing materials and provide orientation for incoming P2E staff and visitors.
- Support the provision of security training to P2E consortium staff and partners where relevant. Trainings are likely to include personal safety and security, communications, security guards and drivers but will also include other higher-level security training.
- Support field location Safety and Access focal persons and contribute to their capacity to conduct threat assessments and security briefings for their visitors and staff.
- Support logistics in ensuring proper vehicle management procedures, adequate safety and communications equipment in vehicles, and training of drivers in established procedures and requisite skills.
- Support the training of Safety and Access Focal persons on their roles and responsibilities.

Incident Response and Management

- Support CO and P2E incident management and response team to establish and maintain appropriate procedures. This will include identifying current risks, incident reporting, monitoring, current security regulations and responding to critical incidents.

Communication, Liaison & Representation

- The post-holder should manage collaborations with Safety and Access focal points across all the consortium partners on day-to-day basis.
- Provide recommendations to P2E staff as to ways in which they can effectively reach out to gain acceptance from and improve their image in host communities.
- Ensure that regular security meetings are conducted with relevant WCC staff and P2E Partners
- Build relationships with safety and security focal persons in partner organizations, government and security agencies.
- Interaction with Safety and Access Service Providers, Government, NGOs, Civil Society groups, community members, and security agencies.

Other

- Other security duties as directed by the Country Director WCC South Sudan, P2E Chief of Party or WCC SMT member.

Qualifications

- Bachelor's degree in a related field.
- Formal security training or demonstrated experience in safety & security management is of added advantage.





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Skills and Experience

Essential

- Minimum of 5 years' practical experience in safety and security management across multiple regions in South Sudan.
- Experience in liaising with government, NGOs, UN agencies and security agencies.
- Experience of incident reporting, information collation and analysis.
- Ability to balance demands of beneficiary and security actors while maintaining appropriate contextual security advice and coordination.
- Highly developed interpersonal and communication skills including influencing, negotiation and pragmatism
- Proven experience providing direct support to multiple stakeholders, ideally within a consortium or collaborative partnership setting.

Desirable

- A formal security qualification or appropriate security management training.
- Experience in security management.
- Background in large international non-governmental organizations or other international development organizations.
- Access and other database/mapping systems.

Qualifications

Essential

- Bachelor's degree in a related field. Formal security training or demonstrated experience in safety & security management is of added advantage.
- Minimum of 5 years' practical experience in safety and security management.
- Experience in liaising with government, NGOs, UN agencies and security agencies.
- Experience of incident reporting, information collation and analysis.
- Highly developed interpersonal and communication skills including influencing, negotiation and pragmatism
- Ability to present complex information in a concise and compelling manner.
- A high degree of common sense and a genuine interest in people.
- Excellent planning, coordination and reporting skills, with the ability to organize a substantial workload comprised of complex, diverse tasks and responsibilities.

Desirable

- A formal security qualification or appropriate security management training.
- Experience in security management.
- Background in large international non-governmental organization or other international development organization.
- and Access other database/mapping systems.

All interested applicants are invited to submit their application letter and copy of their updated CV to jobs.ssd@warchild.ca.

War Child Canada South Sudan Office is Located at Hai Kuwait behind Juba Top.

Only those applicants selected for an interview will be notified. Due to the urgency of the position and the project need, applications will be reviewed on daily basis We regret that we cannot entertain phone calls. War Child Canada is an equal-opportunity employer.

Final candidates will be vetted in accordance with War Child Canada's Child Safeguarding Policy and Prevention of Sexual Abuse and Exploitation Policy, including appropriate reference and security checks.

