



VÉTÉRINAIRES
SANS FRONTIÈRES
SUISSE
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Job Title	Safeguarding and Gender Officer
Program	South Sudan Program
Duty Station	Akobo and Nasir Counties, South Sudan
Expected Start Date	September, 2024
Reporting to	Country Program Manager.
Candidature	Open to all (female candidates are encouraged to apply)
Application Closing Date	6 th September, 2024

Organizational Background

Vétérinaires Sans Frontières Suisse (VSF Suisse) is an International NGO working in South Sudan since 1995, with geographical focus in Greater Upper Nile region, Northern Bahr el Ghazal and Central Equatoria States (Juba County). VSF-Suisse focuses on preventing and alleviating suffering, disease, and hunger, and contributing to socio-economic development and sustainable environment, in areas where livestock, agriculture and related issues play, or could play an important role in improving peoples' livelihoods, food and nutrition security and resilience. VSF-Suisse endeavours to provide communities with holistic management approaches to Conflict Mitigation, Livestock and Agriculture issues including: healthcare, One Health, production management, animal welfare, natural resource management marketing support, veterinary public health and, value chain in Agriculture and livestock production as well as non-farm income generation for women and youth groups in Agro-pastoral environment; and child protection programming. VSF-Suisse promotes innovative service delivery approaches including: capacity building of livestock keepers and farmers through pastoral/farmer field schools; integrated crop and livestock production technologies as sustainable means of increasing productivity and community-based animal health system through training of animal health service providers, support to cold chain system and establishment of private veterinary pharmacies model for sustainable animal health services delivery. VSF Suisse mainstreams and integrates cross-cutting issues such as environment, protection, gender and HIV / AIDs in its program strategies. VSF Suisse integrates and applies the principles of Conflict Sensitivity, Do No Harm and Accountability to Affected Populations in its programming.

VSF-Suisse is part of THRIVE's consortium partners led by GOAL which aims to bolster resilience in conflict and climate affected communities in Greater Upper Nile (GUN). THRIVE's strategy is anchored around four integrated approaches: Market Systems Development (MSD); Localised & Community-Led Approaches; Gender Equality & Social Inclusion; and Social & Behaviour Change. VSF-Suisse is hiring Safeguarding and Gender officer

Key Responsibilities

The incumbent will be responsible for providing technical support and leadership on climate change adaption, disaster risk reduction, anticipatory action and early warning in Renk County. S/he will be responsible for mainstreaming Localise and Community Led Approaches in Renk County. This approach is aimed at thinking about the sustainability of interventions from the inception phase until the project closes. He/she will promote community-based planning and local ownership of activities across all outputs, prioritising participation and involvement of community groups, traditional and faith leaders, local civil society, and local government in the design and



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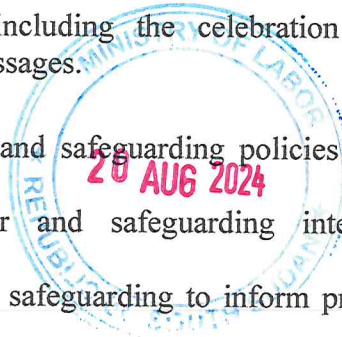
implementation of all activities. The position holder will ensure that Communities are capacitated and empowered to lead and sustain integrated environment and DRR, Natural Resource Management (NRM), conflict resolution, social cohesion, and economic empowerment initiatives among others, through a variety of approaches – including the formation and strengthening of community and enterprise groups, and building capacity of community ‘champions’ who will cascade learning down for further capacity development within their community.

Programmatic functions

- Develop, update, and implement safeguarding and social inclusion policies in line with organizational goals and international standards and ensure that all staff, volunteers, and partners understand and adhere to these policies.
- Design and deliver training sessions for staff, volunteers, and partners on safeguarding, child protection, and social inclusion and building capacity within the organization to identify, prevent, and respond to safeguarding risks.
- Conduct regular safeguarding risk assessments and ensure that risks are identified, mitigated, and monitored and develop and implement strategies to manage safeguarding incidents and ensure appropriate responses.
- Lead on the management of safeguarding cases, ensuring confidentiality and sensitivity and establish reporting mechanisms for safeguarding concerns and ensure timely and appropriate action.
- Establish and/or strengthen existing Peace Committees, including youth-led peace and reconciliation groups, and women’s civic action groups which are vital components in fostering harmony, understanding, and conflict resolution within communities.
- Identification of drivers of social dis-integration among the targeted communities and design community-based mitigation measures.
- Ensure gender considerations are integrated into all organizational programs, projects, and activities.
- Develop strategies to promote gender equality and address gender-based discrimination within the organization and its programs.
- Monitor and evaluate the impact of programs on different genders and provide recommendations for improvements.
- Lead advocacy efforts to promote gender equality and safeguarding at the community and organizational levels.
- Organize awareness-raising campaigns and events to educate staff, beneficiaries, and communities about gender and safeguarding issues.
- Collaborate with other organizations and networks to amplify the impact of gender and safeguarding initiatives.
- Lead international celebration days, including the celebration of global gender and safeguarding events disseminate key messages.

Monitoring and Evaluation:

- Monitor the implementation of gender and safeguarding policies and practices across all programs.
- Evaluate the effectiveness of gender and safeguarding interventions and provide recommendations for improvement.
- Collect and analyse data on gender and safeguarding to inform program development and decision-making.
- Work with MEL department to Develop and implement a robust M&E framework for safeguarding, social cohesion and peace building activities, including the collection and analysis of data to measure program impact
- Prepare and submit regular reports to the County Project Manager detailing progress, challenges, and achievements.
- Regularly organize field visits to monitor the implementation of social cohesion and peace building activities and provide feedback for continuous improvement.



Partnership and Coordination:

- Foster strong relationships with local NGOs, THRIVE consortium partners, government agencies, community leaders, and other stakeholders.
- Represent the organization in relevant forums, networks, and coordination meetings related to social cohesion and peace building thematic focus.
- Collaborate with other program managers to ensure integrated and cohesive program delivery across different sectors.

Qualifications

- Bachelor's degree in Social Work, Psychology, International Development, Human Rights, or a related field or a related field in social cohesion and safeguarding.
- At least 5 years of experience in managing social cohesion, peace building and conflict management programs, preferably in a humanitarian or development context.
- Good experience in working with other NGOs and peace actors, technical capacity building of communities, partners, and community-based organizations.
- Experience of managing field-based safeguarding and social cohesion programme, including conflict analysis, the integration of conflict sensitive and 'do no harm' strategies and in delivering holistic peace building/cohesive interventions.
- Strong understanding of the socio-political context of South Sudan and the challenges related to conflict analysis, conflict mitigation, resolution, social cohesion and peace building.
- Excellent project management skills, including planning, budgeting, Monitoring and Evaluation, adaptation and reporting.
- Strong technical knowledge of social cohesion, gender, peace building and conflict management strategies and practices.
- Demonstrated ability to build and maintain effective partnerships with a wide range of stakeholders at the State and County levels.
- Excellent communication, presentation, and writing skills in English.
- Ability to work in a challenging and dynamic environment, with frequent travel to remote areas.
- Proven experience in developing and implementing safeguarding policies and procedures.
- Experience in capacity building, training, and delivering workshops on safeguarding and social inclusion.
- Experience in managing safeguarding cases and incident reporting.

Desirable:

- Excellent communication (spoken and written English) skills, ability to prepare and present information and prepare written documents /communications in a clear and concise style.
- Excellent ability to make presentations, articulate issues and negotiate on sound options, defend positions and recommendations will be highly desirable.
- Excellent ability to be creative, proactive, flexible and adaptable in delicate and challenging circumstances is highly desirable
- Excellent computer skills, proficiency in various computer software packages including word processing, spreadsheet and internet applications; familiarity with database management desirable.
- Excellent interpersonal skills and ability to establish and maintain effective working relationships with people in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity.
- Excellent organizational, managerial and report writing skills.
- Willingness and commitment to strictly adhere to organizational rules, regulations, guidelines and code of conduct.
- Strong Knowledge of Safeguarding: In-depth understanding of safeguarding principles, child protection, and social inclusion frameworks.

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- **Cultural Sensitivity:** Ability to work effectively in diverse cultural contexts and promote an inclusive environment.
- **Communication Skills:** Excellent verbal and written communication skills, with the ability to present complex information clearly.
- **Analytical Skills:** Strong analytical and problem-solving skills, with the ability to assess risks and develop effective mitigation strategies.
- **Confidentiality:** Ability to handle sensitive information with the utmost confidentiality and integrity.
- **Team Player:** Ability to work collaboratively with colleagues and external stakeholders.
- **Adaptability:** Flexibility and adaptability in complex and changing environments.
- **Computer Literacy:** Proficiency in Microsoft Office Suite (Word, Excel, PowerPoint) and relevant data management systems.

Application Procedure

Interested candidates should submit applications to the below email address;

Office.Juba@vsf-suisse.org or hand delivery to VSF Suisse office in Hai Jerusalem, Juba and submit the following application documents:

- Application Letter (not more than one page)
- Detailed CV indicating e-mail and telephone contacts and at least three referees (max 3 pages)
- Motivation Letter (one page) detailing previous experience and relevance to position
- Scanned copy of National ID/ Passport
- Scanned copies of Academic Certificates, Testimonials and Recommendation Letters

Safeguarding

VSF-Suisse is committed to creating a safe and supportive environment for all individuals involved in our programs, particularly vulnerable populations. We implement robust safeguarding policies and practices to prevent harm, exploitation, and abuse, and we take immediate action when these standards are not met.

Accountability in VSF-Suisse

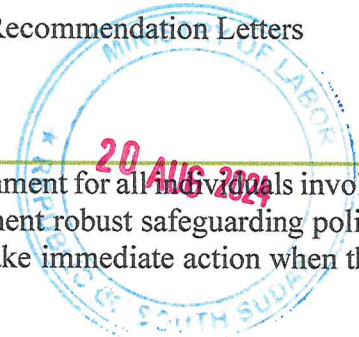
In addition to our safeguarding policy, VSF-Suisse is committed to being an equal opportunities employer and has a set of integrity policies. Candidates who are offered a job with VSF-Suisse will be expected to adhere to the following key areas of accountability:

Commit to maintaining full transparency in all our operations, communications, and decision-making processes, ensuring that stakeholders have access to accurate and timely information about our activities, financial management, and outcomes.

Prioritize the voices and needs of our stakeholders, including beneficiaries, partners, donors, and employees. Seek and respond to their feedback, concerns, and suggestions, and integrate them into planning and implementation processes.

Uphold the highest standards of ethical behavior in all our dealings, ensuring that all our activities are conducted with honesty, fairness, and respect. Hold ourselves accountable for acting in the best interests of the communities we serve and for adhering to our organizational values.

Commitment to Results and Impact: We are dedicated to achieving measurable and meaningful outcomes through our work. Hold ourselves accountable for the effective use of resources and the delivery of high-quality programs that create sustainable impact in the communities we serve.



General Terms and Conditions

The Safeguarding and Gender Officer plays a critical role in promoting a safe, inclusive, and respectful environment within the organization and its programs. This position requires a dedicated individual with a strong commitment to protecting the rights of vulnerable populations and ensuring their full participation in all aspects of organizational activities.

