

## INTERNAL/EXTERNAL VACANCY ANNOUNCEMENT

Vacancy No. AKB 2023/25/05/0001



### Who we are:

The Danish Refugee Council (DRC) is a private, independent, humanitarian organization founded in 1956 and currently working on all aspects of 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 (DRC) has been working in Sudan since 2004 and was subsequently present in South Sudan when it gained independence in 2011. DRC 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 is operational in greater Equatoria, Unity and Upper Nile, Jonglei and Western Bahr El Ghazal States, working in the sectors of Camp Coordination and Camp Management, Protection, Shelter/NFI, Food Security and Livelihoods, Demining and peacebuilding.

### DRC Seeks to Recruit:

Position Title	<b>Protection Officer</b>
Reports to	<b>Project Manager</b>
Duty Station	<b>Akobo</b>
Contract Type	<b>Standard</b>
Employment Start Date	<b>As Soon as Possible</b>
Salary	<b>According to DRC Salary Policy</b>
Eligibility	<b>South Sudanese Nationals Only</b>
Advertisement Closing Deadline	<b>13<sup>th</sup> June, 2023</b>





### Overall purpose of the role:

The Protection Officer will undertake protection/human rights monitoring in the crisis affected areas as determined by the work plan. His/her role will be to monitor the protection concerns and needs of the IDPs and other affected population by providing information through focus group discussions and individual interviews to those affected, conducting household surveys, rapid assessments, community mobilization and general monitoring visits. The PO will also contribute to the analysis and dissemination of data collected to other relevant actors in order to address the identified protection concerns. Additionally, the PO will address protection concerns. Finally, the PO, with support of the Project Manager and the Protection Manager, will be responsible for delivering workshops and training at the community level and to other stakeholders on human rights and basic protection principles. The PO will throughout his/her work ensure confidentiality and strictly adhere to the Code of Conduct.



### Responsibilities:

- Collection of information/data about vulnerabilities, needs, capacities and resources of the targeted population at individual, household and community level, adopting participatory and Age, Gender and Diversity approaches to fully understand the displaced population in its diversity.
- Ensure activity implementation is done as per the actual workplan and any deviations should be flagged to the Project Manager.
- Collect verified information about vulnerabilities, needs, capacities and resources of the targeted population at individual, household and community level, adopting participatory and Age, Gender and Diversity approaches to fully understand the needs of the affected populations.
- Ensure that all information gathering, sharing and filing is done in accordance with agreed upon information management systems, and is done in a manner that respects the dignity and ensures the confidentiality of the key informants and affected populations and sources.
- Update protection case files and ensuring beneficiaries' data are protected.
- Conduct follow-up monitoring visits to ensure that identified needs have been met in an appropriate manner and beneficiaries have the opportunity to provide feedback on the assistance received.
- Plan and implement community-based activities with men, women, girls and boys based on community's needs and interests.
- Contribute to the development and maintenance of a Service Mapping Directory and ensure dissemination of clear and reliable information on service provision and other preselected key topics.
- Provide verbal and written feedback to supervisor on progress, lesson learn, achievements and gaps, issues and problems.
- Track the number of beneficiaries reached per activity in each location, disaggregated by gender, age and beneficiary type (IDP, returnee, host community, refugee, etc).
- Support in developing and facilitating trainings regarding protection concepts to Community members as well as CBPN groups on relevant rights and protection issues.
- Liaise with relevant public authorities and service providers in order to foster effective collaboration and encourage national interest and ownership in protection of beneficiaries.





- Observe Code of Conduct (CoC) at any time and report to line manager any breach of CoC in a timely and confidential manner.
- Maintain and promote a positive image of DRC and its activities by explaining the activities DRC conducts and why DRC operates in the way it does to beneficiaries and relevant stakeholders.
- Ensure weekly reporting is conducted in a timely manner
- Any other duties as assigned by the Project Manager.



**Experience and technical competencies: (include years of experience)**

**Essential:**

- At least 2 years community-based training experience involving human rights and/or protection and protection monitoring/human rights experience
- Comprehensive understanding of human rights and protection principles
- Excellent interpersonal skills and works well with people of different cultures, gender and backgrounds
- Works collaboratively with team members to achieve results
- Remains productive when under pressure with the ability to prioritize effectively, and respects and adheres to deadlines
- Knowledge of conflict sensitivity approach

**Desirable:**

- Commitment to human rights and protection principles
- Familiarity with customary laws, judiciary systems and legal developments and issues in Southern Sudan
- Previous experience in carrying out and supervising training at different scales with different partners
- Strong relationship building / interpersonal skill;
- Basic protection and human rights training;
- Familiar with the context of Akobo and cross border movements
- Positive attitude;

**Education:**

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

**Languages:**

Fluency in English, Arabic and the commonly used local language

Find the definition of DRC's Core competencies [here](#)

All DRC staff should master the 5 core competencies:

- **Striving for excellence:** you focus on reaching results while ensuring an efficient process
- **Collaborating:** you involve relevant parties and encourage feedback.
- **Taking the lead:** you take ownership and initiative while aiming for innovation.
- **Communicating:** You listen and speak effectively and honestly.
- **Demonstrating integrity:** you act in line with our vision.



<b>Key stakeholders:</b> <ul style="list-style-type: none"> <li>• UNHCR Protection team</li> <li>• CBPN representatives</li> <li>• RRC focal point</li> <li>• Staff of other INGOs</li> </ul>	<p>and values</p> <p><i>Find the definition of DRC's Core competencies <a href="#">here</a></i></p>

### How to apply

Please send a cover letter outlining how your skills and experience meets the Person Specification along with your CV to Human Resources Department through [ssd-jobs@drc.ngo](mailto:ssd-jobs@drc.ngo). OR Submit your hard copy application to the Human Resource Department to the attention of HR Officer DRC Office in Akobo/Juba or to any DRC field offices.

Title of the position/vacancy number **MUST** be clearly mark in the application and on envelope.

### Further information

Please note, as this position is urgent, applications will reviewed on a rolling basis and interviews held prior to the advert 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.

**Equal Opportunities:** DRC is an equal opportunity employer. We value diversity and we are committed to 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.

**Safeguarding:** DRC's Capacity to ensure the protection of and assistance to refugees, IDPs and other persons of concern depends on the ability of our staff to uphold and promote the highest standards of ethical and professional conduct in relation to DRC's values and Code of Conduct, Safeguarding and Anti -Corruption policies including safeguarding against sexual exploitation, abuse and harassment. DRC conducts thorough and comprehensive background checks as part of the recruitment process.

