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 Susan



**JOB DESCRIPTION**

<b>Job Title:</b> 9/09/2022	CSRF Roving Capacity-Building Adviser
<b>Location:</b>	Juba, South Sudan with very frequent field travel ( <i>approximately 70%</i> )
<b>Reporting to:</b>	CSRF Capacity-Building Manager
<b>Type of position:</b>	National
<b>Grade and Salary:</b>	South Sudan scale – Advisors (F)
<b>Contract terms and hours:</b>	<ul style="list-style-type: none"> <li>• <b>Term of contract:</b> December 2023 subject to funding and satisfactory performance</li> <li>• <b>Probation:</b> 3 months</li> <li>• <b>Annual Leave:</b> 28 days per calendar year (January-December) in addition to agreed South Sudan public holidays.</li> <li>• <b>Hours:</b> Standard working week is 37.5 hours a week</li> <li>• <b>Medical insurance:</b> As per Saferworld South Sudan's medical insurance</li> <li>• <b>South Sudan Social Insurance:</b> 17% contribution from Saferworld</li> <li>• <b>Taxes:</b> Saferworld deducts and remits South Sudan income tax for all its employees, regardless of nationality.</li> <li>• <b>Work eligibility:</b> Must have the right to live and work in South Sudan</li> </ul>

**Background:**

Saferworld is an independent international organisation working to prevent violent conflict and build safer lives. We work with people affected by conflict to improve their safety and sense of security and conduct wider research and analysis. We use this evidence and learning to improve local, national and international policies and practices that can help build lasting peace. Our priority is people – we believe in a world where everyone can lead peaceful, fulfilling lives, free from fear and insecurity. We are a not-for-profit organisation operational in 12 countries across Africa, Asia and the Middle East.

The Conflict Sensitivity Resource Facility (CSRF), funded by the British, Swiss, Dutch, and Canadian donor missions and the European Commission Delegation in Juba, is a Saferworld-managed project that supports the integration of conflict sensitive principles and practices into donor strategies and donor-funded programming in South Sudan. Conflict sensitivity is a programming approach that emphasises strong contextual analysis and programmatic flexibility to minimise aid's negative consequences and maximise its positive impacts. Conflict sensitivity is particularly important in volatile, conflict-affected contexts where inadequate understanding of conflict and political dynamics can lead to donors and implementing partners inadvertently exacerbating the conflict.

The CSRF programme is implemented by a consortium of NGOs led by Saferworld in collaboration with swisspeace. The CSRF recently completed a two-year pilot phase and has begun a five-year contract which extends from January 2019 to December 2023 with additional funds from the EU pending until Sept 2024, under which this position is funded. The expanded programme includes increased commitment to and resources for the CSRF's learning agenda. The post-holder will be employed by Saferworld.

Saferworld is committed to providing a safe and trusted environment that safeguards our staff, partners, and communities. Our organisational integrity is derived from the values and principles that underpin and guide our work.

**Job purpose:**

In coordination with the CSRF Team, the Capacity-Building Adviser will deliver trainings, provide mentorship, and support donor and partners' staff to incorporate conflict sensitivity into the design, implementation, and monitoring of aid programmes in South Sudan. The post holder will be responsible for assessing conflict sensitivity of a number of international and national NGOs, developing support plans to improve conflict sensitivity, and implementing these plans in collaboration with the NGO. They will work with the Capacity Building Manager and their counterpart in the Capacity Building Adviser based in Juba and other members of the CSRF team to develop and deliver trainings and provide mentorship/accompaniment to a range of aid actors. This is a new roving role intended to enable CSRF to expand its capacity-building support to field-based organisations and staff outside of Juba. This includes support to the project's NNGO mentoring programme, bespoke trainings, and targeted support.



## Roles and responsibilities:

### Technical leadership and strategic input

- Provide high quality inputs into the technical design of CSRF services and outputs.
- Collaborate with Saferworld's Senior Advisers in London to draw on Saferworld's (and partners') existing methodologies and experience on conflict sensitivity.
- Support the donors in developing joint guidance on conflict sensitivity for their work in South Sudan.
- Identify policy lessons and develop strategies for disseminating these to donors in South Sudan and internationally.

### Capacity-building and training design, development, and delivery

- Lead on design, development, and delivery (with relevant CSRF staff) of conflict sensitivity capacity-building processes for CSRF donors and their implementing partners.
- Deliver high quality, participatory training, mentoring, and accompaniment activities on conflict-sensitive programming for targeted donors and implementing partners, mainly on the state level in South Sudan, with the majority of this work in support of the Humanitarian, Development and Peacebuilding (HDP) Nexus approach.
- Provide guidance and support to selected aid actors through capacity-building activities.
- Lead on the development and rollout of capacity-building support to selected NNGOs at state level.
- Lead on providing mentorship and support to national staff working with Donors and INGOs/UN Agencies in the field/state level.

### Representation and beneficiary relations

- Raise the CSRF's profile among the donor community and international partners in South Sudan on the state level (and internationally as appropriate).
- Represent the CSRF at international policy and/or lessons learning events.

### Relations with Consortium Members and Donors

- Support the CSRF Director and other CSRF team members to develop and maintain strong working relations with CSRF donors, their implementing partners, and other operational agencies in South Sudan.
- Coordinate the inputs of staff from other Saferworld teams, notably the Senior Policy Adviser/s supporting the CSRF activities, to adapt capacity-building plans and activities.
- Support the sharing of lessons, analysis, and skills development opportunities between CSRF staff and other Saferworld staff in South Sudan.

### Safety, security and risk management

- Ensure that project activities and collaboration with partners adhere to Saferworld's global and South Sudan country programme's safety and security policies and procedures.
- Identify potential risks to the CSRF, staff, or partners and work with the CSRF Director to mitigate or otherwise address these.

### Key working relationships

- **CSRF** – work collaboratively with the CSRF consortium to link the capacity-building work with the project's research, analysis, outreach, and learning agenda.
- **Saferworld Conflict Advisory Unit** – work collaboratively with the CAU to develop conflict sensitivity capacity-building materials and courses that align with CSRF's mandate.
- **Donors, UN Agencies and INGOs** – develop and maintain relationships with donors and other organisations working in South Sudan, on conflict sensitivity issues, or on the South Sudanese context more broadly.
- **Aid workers** – network with individual aid workers to support CSRF's outreach with regards to capacity building, information sharing and learning around conflict sensitivity.
- **NNGOs** – Work closely with and maintain positive working relationships with South Sudanese National NGO leaders and staff.

### Scope and accountability

<b>Decision-making and limits of authority</b>	<ul style="list-style-type: none"><li>• Responsibility for the oversight and management of the National Staff Network</li><li>• Consultation and agreement with the Capacity-Building Manager with regards to targeted support priorities</li></ul>
<b>Financial resources</b>	N/A
<b>Other resources</b>	<ul style="list-style-type: none"><li>• Contributions to report writing, and quality and accurate information sharing</li></ul>

	<ul style="list-style-type: none"> <li>Responsibility for and in custody of Saferworld equipment, such as a Laptop, mobile phone and Thuraya satellite phone</li> </ul>
<b>People management</b>	N/A
<b>Legal, regulatory and compliance responsibility</b>	<ul style="list-style-type: none"> <li>Compliance with Saferworld's policies and procedures, including HR and safeguarding policies</li> </ul>

### Person specification

#### Knowledge, qualifications and experience

- A university degree in a related field or equivalent professional experience;
- Relevant work experience in a conflict or fragile context [required];
- Strong experience in humanitarian and/or development and/or peacebuilding sectors [required]
- Experience in designing, developing, implementing, and evaluating seminars, workshops, and trainings [required] / including use of facilitation tools or approaches for online and/or hybrid events [desirable]
- Knowledge in the areas of institutional development, institutional memory, organisational health, and knowledge management [desirable]
- Knowledge of humanitarian principles, systems, and approaches [preferred]
- Knowledge of conflict sensitivity principles, practices and approaches [required];
- Knowledge of monitoring and evaluation, particularly in relation to conflict sensitivity and/or gender, would be an advantage
- Knowledge on Humanitarian Development Peace (HDP/triple Nexus) [desirable]

#### Skills and abilities

- Exceptional facilitation, training, and capacity-building skills
- Excellent written and oral communication skills in English
- Proven ability to work alongside, and to learn from, a wide range of people in a diverse team
- Creativity, flexibility, self-motivation and the ability to prioritise workloads to meet deadlines;
- Proficiency with Microsoft Office, Excel, PowerPoint, and Outlook
- Ability to lead/substantively engage in lessons learning processes
- Ability to comfortably perform in remote field locations without usual amenities while on mission

#### Personal qualities

- Commitment to and compliance with Saferworld's safeguarding principles
- Commitment to respect and value equality and diversity, and understanding of how this applies to own area of work
- Commitment to own continuing personal and professional development
- Commitment to the vision, mission and values of Saferworld
- Commitment to improving international engagement in conflict-affected contexts and experience-based ideas as to how this can be achieved

#### Other requirements

- Frequent Travel to sub-national and remote locations in South Sudan to areas recently affected by violent conflict
- Occasional travel in the East Africa region

#### Application process

##### To apply:

- Either download and complete an application form at <http://www.saferworld.org.uk/jobs/jobs> and send to [jobs@saferworld.org.uk](mailto:jobs@saferworld.org.uk) (Ref: Mobile Capacity Building Adviser)

OR

- Drop hard copy of your application form at Saferworld office, Off Addis Ababa Road, Opposite Quality Hotel, Behind South Sudan Bureau of Standards, Hai Cinema, Juba

**Deadline for Application: 08 October 2022**

