TITI FOUNDATION
The Hope for the Marginalized in South Sudan

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BACKGROUND: -

TITI Foundation is a national non-governmental organization (NNGO) formed by a group of south Sudanese professionals, from varied educational background and experiences. TITI is an abbreviation of **"TOGETHER IN TRANSFORMATIONAL INITIATIVES"-** promoting progress, peace and prosperity. The organization is registered (with the South Sudan Relief and Rehabilitation Commission (SSRRC), registration number 519 under chapter 3, section 10 of the 2013 South Sudan NGO Act We have been active in South Sudan since 2016 and are committed to the safety and protection of children rights from intentional and unintentional harm. To date, we continue to offer responses for returnees, internally displaced persons (IDPs) and the host communities in need of assistance to obtain durable solutions, addressing their food security, livelihood, education, water, hygiene and sanitation, peace building and conflict mitigation and nutrition needs.

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Approved A/Director
MoL/Acsw
16/11/2026
MINISTRY OF LABOR
16 NOV 2026
REPUBLIC OF SOUTH SUDAN

Position Title: Gender and Protection Officer
Duty Station: Kaji Keji
Department: Programmes
Employment Type: Full-time
Number of Positions: One (1)
Reporting To: Gender and Protection Manager

1. Job Purpose

The Gender and Protection Officer will be responsible for supporting the planning, implementation, monitoring and reporting of gender equality and protection activities. The officer will ensure that programme interventions promote the rights, dignity, safety and participation of women, girls, men and boys, with particular attention to vulnerable individuals and communities.

The position will also support Gender-Based Violence (GBV) prevention and response, community awareness, protection mainstreaming and referral mechanisms in line with humanitarian principles and established protection standards.

2. Key Responsibilities

A. Gender Equality and Mainstreaming

- Promote gender equality and women's empowerment across project activities.
- Ensure gender-sensitive approaches are integrated into programme planning and implementation.
- Facilitate community dialogues and awareness sessions on gender equality and women's rights.
- Support women's and girls' meaningful participation in community activities.
- Identify and address gender-related barriers affecting vulnerable groups.

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B. Protection and GBV Prevention

- Support the implementation of protection and GBV prevention activities.
- Conduct community awareness sessions on GBV prevention, child protection and human rights.
- Identify protection concerns and ensure safe and appropriate referrals to relevant service providers.
- Support the establishment and strengthening of community-based protection mechanisms.
- Ensure confidentiality, dignity, informed consent and the safety of survivors when handling protection-related cases.
- Promote safeguarding, prevention of sexual exploitation and abuse (PSEA), and accountability to affected populations.

C. Community Engagement and Capacity Building

- Mobilize communities and engage local leaders, women, youth and other stakeholders.
- Facilitate training and awareness sessions on gender, protection and safeguarding.
- Strengthen the capacity of community protection structures and volunteers.
- Work closely with government authorities, community organizations and relevant service providers.

D. Monitoring, Evaluation and Reporting

- Monitor gender and protection activities and document progress.
- Prepare regular activity reports, success stories and lessons learned.
- Collect and maintain accurate, confidential and secure programme information.
- Support assessments, needs identification and monitoring of protection risks.
- Provide recommendations to improve programme quality and effectiveness.

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E. Coordination and Compliance

- Coordinate with relevant stakeholders and protection service providers.
- Participate in protection and gender coordination meetings when required.
- Ensure compliance with organizational policies, donor requirements and humanitarian protection standards.
- Uphold the organization's code of conduct and safeguarding policies.

3. Minimum Qualifications and Experience

- Bachelor's degree in Gender Studies, Social Work, Development Studies, Social Sciences, Human Rights, Community Development or a related field.
- At least 3 years of relevant experience in gender equality, protection, GBV prevention and response, or community-based programming.
- Experience working with vulnerable populations, including women, children, IDPs and returnees.
- Good understanding of GBV prevention, protection principles, safeguarding and referral pathways.
- Experience in community mobilization, training and stakeholder engagement.
- Experience preparing programme reports and maintaining proper documentation.

4. Required Skills and Competencies

- Strong communication, interpersonal and community engagement skills.
- Good report-writing and documentation skills.
- Ability to handle sensitive information with confidentiality and professionalism.

- Strong facilitation, coordination and problem-solving abilities.
- Ability to work independently and within a multicultural team.
- Knowledge of humanitarian principles and protection standards.
- Computer literacy, particularly Microsoft Word and Excel.
- Fluency in English; knowledge of local languages is an added advantage.

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5. Core Values and Behavioural Competencies

The successful candidate must demonstrate:

- Integrity, accountability and professionalism.
- Respect for diversity, gender equality and human dignity.
- Commitment to safeguarding and protection principles.
- Sensitivity when working with survivors and vulnerable individuals.
- Commitment to humanitarian principles and community participation.

Professional standards
The TITI Foundation and TF workers must adhere to the values and principles outlined in TF way-standards for professional conduct. These are integrity, service and accountability. In accordance with these values, the TF operates and enforces polices on beneficiary protection from exploitation and Abuse, child safeguarding, anti-workplace harassment, fiscal integrity and anti-retaliation, combating trafficking in persons and several others.

Safeguarding policy
Zero tolerance policy for safeguarding violations by staff, incentive workers, visitors, sub-grantees, suppliers/sub-contractors and implementing partners. Safeguarding at TF is an integral to the organization values and ethics, and staff and associates are expected to take all reasonable steps to prevent the sexual exploitation abuse, and harassment of any person liked to the program by both its employees and downstream partner.

Equal opportunity employer
TF has an equal opportunity employer, considers all applicants on the basis of merit without regard to race, sex, nation, origin, religion sexual orientation, age, marital status, veteran status, disability or any other characteristic protected by applicable law.

How to apply
Applications should include an updated Curriculum Vitae (CV) and cover letter. In the cover letter (of not more than two pages), the candidate should briefly describe his or her motivation for the position and highlight relevant experience. The above documents can be delivered to Titi Foundation Head Office, Nyakuron West, along Rock City Road behind blue flag, or sent in soft copy to: titifoundationss@gmail.com

Only shortlisted candidates will be contacted.
Submit your application before deadline, any application after 1st December 2026 cannot be considered.

Note: Female candidates are strongly encouraged to apply.

Due to the urgency of this role, applications will be reviewed on a rolling basis until the position is filled.

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