

tearfund



POSITION: Gender and Protection Officer

LOCATION: Pochalla

STARTING DATE: ASAP

Tearfund is a Christian international relief and development agency working globally to end poverty and injustice, and to restore dignity and hope in some of the world's poorest communities.

Our vision is to see all people freed from poverty, living transformed lives and reaching their God –given potential by:

- Envisioning churches to embrace their calling to address poverty and injustice
- Developing communities and building resilience, sustainably and holistically
- Changing unjust policies and practices to deliver justice for poor communities
- Enabling communities affected by disaster and conflict to recover quickly and be better equipped to face future hazards.

We are committed to developing experts who are inspired, resourceful, courageous, compassionate and equipped. If you are interested in working with us, take time to look around our website and discover more about our unique organisation.

Tearfund South Sudan Programme is looking for a suitable **South Sudanese** candidate to fill in the position of **Gender and Protection Officer** to be based in **Pochalla**.

JOB OVERVIEW

The Gender and Protection Officer will be based in the Pochalla office to support the implementation of gender and protection programmatic activities. He/she will integrate gender transformative approaches and mainstream protection concerns into all phases of project activities to ensure economic empowerment, social and gender justice. The post holder will support project team members in ensuring sex, age, and disaggregated data (SADD) in project activities and support protection issues and concerns in field activities. The role requires strong facilitation skills along with the ability to communicate and analyse complex information with partner organisations, staff, and the community.

POSITION IN ORGANISATION

- Grade: B1
- Reports to: Programme Manager with a dotted reporting line and liaises closely with the Gender and Protection Advisor for Tearfund South Sudan Program
- Works with Tearfund staff and partners to monitor the quality and status of the implementation of integrated programme wide objectives articulated in the project proposal.
- This Position is Non-Relocatable

ORGANISATIONAL REQUIREMENTS

The post-holder will, at all times, carry out their responsibilities with the utmost respect for the protection of children in accordance with Tearfund's Child Protection Policy.

- The post-holder will be required to actively participate in the spiritual life of Tearfund in the following ways:



- To model Godly leadership in all aspects of character and conduct.
 - To lead or contribute to Christian worship, prayer, teaching, and biblical reflections during collective staff prayer times and encourage staff to attend as is appropriate.
 - To be committed to and share in the outworking of Tearfund's Mission, Purpose, Values, and Beliefs statement.
 - To actively work and live in accordance with Tearfund's Statement of Faith and Tearfund's Christian ethos.
 - To pursue and maintain the Christian faith through ongoing personal spiritual development and a relationship with God.
 - To provide support and spiritual encouragement to staff and colleagues, in line with biblical principles
- The post-holder will be expected to behave in accordance with Tearfund's 'Code of Conduct as referred to in the Personal Conduct Policy.

KEY RESPONSIBILITIES

Program Support

- Work with the programme manager to ensure the protection mainstreaming principles are applied during all the phases of the project implementation.
- Lead protection and gender- focussed programmatic approaches and activities.
- To assist in piloting 'Transformative Masculinities' to promote Gender Equality and Gender Justice to the required quality standards.
- Ensure project components and activities are gender-sensitive as outlined in the project proposal and budget.
- Work with thematic sector colleagues to identify and capitalize on opportunities to integrate or improve the integration of activities or response.
- To ensure that target populations with protection concerns are identified, access services, and receive support, through appropriate referral mechanisms and that protection issues are addressed regularly and on time.
- Ensure the safety and protection of project participants including protection of women and girls from SGBV and sexual exploitation and abuse.
- To work closely with Gender Champions and other community groups to conduct periodic reviews on gender and protection and assess barriers/protection risks faced by women, children, and other groups at risk informing quality programme implementation action.
- In case of delay in project implementation, communicate to the programme manager on time.

Capacity Building

- To facilitate group and community dialogue sessions for gender champions, training sessions for community leaders, VSLA groups, food distribution committees, and peer learning and sharing events and ensure active participation and engagement at the community level.
- Raise awareness of the organization's PSEA policies in accordance with the organization's policies and procedures.

4.3 Monitoring and Reporting

- Maintain effective and efficient oversight and quality control of reporting processes by overseeing the timely implementation of gender and protection planned activities.
- Ensure sex, age, and disaggregated data in monitoring and tracking of gender outputs.
- Identify impact and success stories relevant to the different protection-related GBV activities implemented.
- Continuously assess protection aspects, and gender dynamics in the operational context to ensure that the project focus, strategies, and activities for protection and gender inclusion and responding to GBV remain relevant and to propose adjustments when needed.
- Provide inputs into and consolidate monthly and quarterly progress reports on project activities.
- Ensure close coordination with the M&E team to report quality data for gender and protection-related outputs.



4.2 CORPORATE POLICY AND COMPLIANCE

- Promote and adhere to Tearfund's Purpose, Basis of Faith, Core Values and Operating Principles.
- Works within Tearfund's requirements and policy.

4.3 EXTERNAL REPRESENTATION

- Attend relevant inter-agency coordination and cluster meetings as required.
- Establish positive working relationships with relevant stakeholders.
- Represent Tearfund in external related forums where relevant.

PERSON SPECIFICATION

JOB TITLE: Gender and Protection Officer

	ESSENTIAL	DESIRABLE
QUALIFICATIONS	<ul style="list-style-type: none"> • Bachelor's Degree or equivalent qualification in Gender Studies, Economics, Humanitarian and development studies, Social Work or other relevant courses 	<ul style="list-style-type: none"> • Master degree or equivalent will be added advantage
EXPERIENCE	<ul style="list-style-type: none"> • At least 2-3 years relevant working experience preferably in an INGO • NGO field experience in a similar position: programme support, • Proven experience in implementing SGBV and Protection in humanitarian context. • Experience working with GBV survivors and integration of Gender-Sensitive Approaches. • Delivering capacity building, support and advice to others • Experience in documentation of success stories and case studies in an appropriate and timely manner. 	<ul style="list-style-type: none"> • Proven experience working in insecure and remote environments. • Project implementation experience. • Knowledge of Sphere/GBV Methodologies and Tools. • Working in insecure environments.
SKILLS/ ABILITIES	<ul style="list-style-type: none"> • Excellent English language, written and verbal communication skills • Excellent organisational and administrative capacity • Excellent community mobilisation skills. • Advanced Microsoft Word, Excel, PowerPoint. • Problem-solving skills • Ability to learn quickly • Strong interpersonal and team skills 	<ul style="list-style-type: none"> • Demonstrates knowledge and skills in gender and protection mainstreaming. • Demonstrates safeguarding and informs transparent decision-making.
PERSONAL QUALITIES	<ul style="list-style-type: none"> • Committed Christian • Emotionally and spiritually mature. • Team player • Understanding and sensitivity to cross-cultural issues. • Flexible and adaptable to ever-changing environments. Ability to remain calm under pressure. • Diplomatic and respectful • Willingness to travel and live in basic conditions. • An understanding of and a commitment to Tearfund's Mission, Values and Beliefs Statement. 	<ul style="list-style-type: none"> • Understanding the local context, culture and practices.
OTHER COMMENTS: <ul style="list-style-type: none"> • All roles require a DBS/Police check • Tearfund is a member of the SCHR Misconduct Disclosure Scheme • Personal identification information will be submitted against a Watchlist database to check against criminal convictions as a counter-terror measure 		



How to Apply:

If you are the candidate we are looking for, please submit your CV and cover letter **only in English** as well as Tearfund application form- which can be collected from the HR Department at Tearfund office or find attached with the advert, Located in **Pochalla** detailing your experience for the post and include your daytime telephone contact. Applications online can be submitted to southsudan-recruitment@tearfund.org. The subject matter of your email should be the title of the job you are applying for.

Closing date for receiving applications is **09th November 2022 at 5:00pm.**

NB:

- **Applications once received are not returnable**
- **Female Candidates are encouraged to Apply**
- **Due to the urgency of the position, applications submitted will be shortlisted on a rolling basis, should there be suitable candidates, and the position may be filled before the deadline for applications.**
- **Only short-listed candidates will be notified.**

