

JB-H-3
Approved by *Semir Insaf Jogi*
MOL MRSPT
Chadler
07/11/2023



INTERNAL/EXTERNAL VACANCY ANNOUNCEMENT

Vacancy No. JBA 2023/7/11/0001

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, Mine Action and peacebuilding.

DRC Seeks to Recruit:

Position Title	Protection Team Leader - GBV
Reports to	Protection Manager
Duty Station	Juba - Roving
Contract Type	Standard
Employment Start Date	As Soon as Possible
Salary	According to DRC Salary Policy
Eligibility	Female South Sudanese Nationals Only
Advertisement Closing Deadline	24th November, 2023



Overall purpose of the role

The GBV Team Leader will support DRC's GBV team on Mobile Response Team in and outside Juba, and ensure smooth implementation of all GBV-related activities across hard-to-reach locations across South Sudan. The main bent will work closely with the Protection Manager to follow up on project deliverable and ensure goals are achieved. They will manage and provide supervision to the GBV team, including GBV Officers, WGSS Center Managers, Assistants, GBV caseworkers and Community Mobilizers. The Team Leader will conduct regular field visits to the WGSS to ensure technical and physical minimum standards of operation are adhered to.

Responsibilities

- Directly manage all Prevention and Response Officers;
- Participate in protection and GBV assessments and GBV Safety audit.
- Produce appropriate mission work plans and budgets
- Ensure that all DRC's GBV activities abide by SOPs and minimum standards;
- Have a good understanding and be able to follow up on active project and deliverables;
- Ensure that the action plan for all GBV activities is implemented;
- Provide feedback on new GBV tools to be used;
- Represent DRC in GBV related interagency fora, when requested;
- Ensure smooth coordination with other GBV actors, and with other DRC sector teams;
- Provide structured supervision to the GBV Team;
- Conduct frequent GBV all-staff meetings;
- Facilitate trainings and capacity building for GBV and Protection staff and communities, when needed;
- Ensure the procurement of necessary materials for the activities is smooth and timely;
- Raise PRs and follow up on their approval, as requested;
- Participate in the recruitment of new GBV staff/s;
- Provide high quality and timely reporting, as requested, including GBVIMS, 5Ws, etc.;
- Manage the security of the field team, with the support of the Security Officer;
- Conduct regular monitoring field visits in the WGSS;
- Promote a survivor-centered approach and ensure community engagement at all stages of service provision;
- Support field teams in conducting frequent, safe and relevant assessment to inform future GBV programming.
- Ensure the implementation of the MEAL plans set per activity;
- Promote PSEA and ensure gender and protection are adequately mainstreamed across GBV programming;
- Perform any other duties as requested by the supervisor.



Experience and technical competencies:

- Minimum of 4 years of relevant GBV experience in different roles.
- At least 1 year of team management experience.
- Strong background and understanding of GBV case management.
- Good communication and interpersonal skills and ability to interact with the different stakeholders.
- Advanced report writing skills.
- Female candidates are strongly encouraged to apply.

<p>Education:</p> <ul style="list-style-type: none"> • A bachelor's degree or diploma in Social work, psychology or its equivalent in a relevant field. • Knowledge of Microsoft Word, Excel and Email application software 	<p><i>Find the definition of DRC's Core competencies here</i></p> <p><u>All DRC staff should master the 5 core competencies:</u></p> <ul style="list-style-type: none"> • 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 and values
<p>Languages: (indicate fluency level)</p> <ul style="list-style-type: none"> • Fluency in English (both written and spoken) and basic Arabic. 	
<p>Key stakeholders: (internal and external)</p> <ul style="list-style-type: none"> • Community gate keepers (women committee, community leaders and local authorities, SGBV Advocates) • Partners (SGBV & Child protection) • DRC programs i.e. Protection, CCCM, Shelter/NFI and FSL/Economic Recovery etc.) 	



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 OR Submit your hard copy application to the Human Resource Department to the attention of HR Officer DRC Office in Juba or to any DRC field offices.

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

Further information

Please note, as this position is urgent, applications will be 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.

