



International Committee of the Red Cross (ICRC) South Sudan

The International Committee of the Red Cross (ICRC) is an impartial, neutral, and independent organization whose exclusively humanitarian mission is to protect the lives and dignity of victims of war and internal violence and to provide them with assistance. It also endeavours to prevent suffering by promoting and strengthening humanitarian law and universal humanitarian principles.

**Disclaimer:**

**The ICRC does not request any form of payment at any stage of the recruitment process (application, interview, processing, training, or any other fees). Any such request is fraudulent and should be reported immediately. Only shortlisted candidates will be contacted.**

**External/Internal Vacancy Announcement**

**FUNCTION:** Generalist Field Officer (GFO)  
**NUMBER OF POSITIONS:** 3  
**PLACE OF EMPLOYMENT:** Juba, Central Equatoria (with frequent travel to field locations)

**Purpose**

The Generalist Field Officer keeps an overview and understanding of the general conflict dynamics in the area covered by the team s/he is assigned to, paying close attention to security and protection issues, so as to correctly advise and direct ICRC attention. The GFO also contributes to maintaining and developing networks with all relevant interlocutors (authorities, armed forces, UN, NGOs etc.).

The GFO is the first point of contact with communities and authorities and thereby contributes to the dissemination of the ICRC's work and mandate, as well as to the identification, implementation and monitoring of ICRC activities in coordination with the respective Flying Team Leader (FTL) and Management. Depending on the context, these activities can include operations linked to Protection, Assistance, Cooperation, Communication or others.

Previous protection experience is an asset.

**Main Responsibilities**

**Context Monitoring and Reporting**

- The GFO monitors the humanitarian, security, socio-economic, and political environment in the assigned area and contributes to the analysis of developments that may affect ICRC operations. The role involves collecting and compiling relevant information from various sources and sharing updates with colleagues and management.
- The GFO contributes to written reporting, including field trip reports, situational reports, operational highlights, and meeting minutes. Accurate and timely reporting ensures that the delegation maintains a clear understanding of developments in the field and can make informed operational decisions.

**Networking, analysis and reporting**

- Maintaining a strong network of contacts with relevant stakeholders is a key part of the role. The GFO develops and maintains relationships with authorities, armed forces, humanitarian organizations, UN agencies, and community representatives. These interactions help strengthen the ICRC's

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understanding of the local context and support the organization's acceptance and access within communities.

- The GFO regularly meets with interlocutors, participates in discussions with local stakeholders, and briefs them on the ICRC's mandate, activities, and humanitarian principles. Through these engagements, the GFO helps promote understanding of the ICRC's neutral and independent role.
- The GFO supports the implementation and follow-up of field activities in accordance with operational objectives. This includes preparing and conducting field missions independently and ensuring that all participants are adequately briefed on the objectives and context of the mission.
- **Field Operations Support**
- The role requires close coordination with internal departments such as Logistics, ICT, Finance, and Administration to ensure that the necessary arrangements are in place before field missions are conducted.
- Based on knowledge of the security environment and discussions with relevant interlocutors, the GFO provides advice to the Flying Team Leader regarding the feasibility and safety of field movements.
- While conducting activities in the field, the GFO represents the ICRC in a professional and responsible manner. The role requires maintaining a high level of integrity and ensuring that all actions contribute positively to the organization's reputation and acceptance.
- The GFO provides regular updates to the Flying Team Leader on security developments, political dynamics, and humanitarian concerns within the assigned AoR; The role also requires advising colleagues on cultural and socio-economic considerations that may affect operational activities.

### **Protection and Assistance Activities**

- The GFO supports protection-related activities and may assist in the documentation and follow-up of protection cases when required. This includes cases related to the Protection of the Civilian Population (PCP) and the Protection of Family Links (PFL).
- This role may also contribute to the assessment of humanitarian needs and support the implementation and monitoring of assistance activities carried out by technical departments.

### **Certification/education required**

- University Degree or higher in the field of political science, international relations, development studies, business administration, or related field
- Good command of English (both written and oral).
- Knowledge of Arabic or other local languages is an advantage

### **Professional experience required**

- 2–4 years' experience in humanitarian work, field operations, or similar roles.
- Excellent decision-making skills and clear communication
- Ability to work under pressure and adapt to security constraints, cultural differences and restricted living conditions.
- Experience in conflict-affected environments
- Proven ability to build and maintain professional networks with diverse stakeholders
- Good understanding of humanitarian principles and the ICRC mandate is an asset
- Experience in analysis, reporting, and field coordination

### **Application Instructions:**

Applicants are **highly encouraged to apply online** through the ICRC e-recruitment system:

1. Create an account at [careers.icrc.org](https://careers.icrc.org).
2. Fill in your details and submit your **one-page cover letter and CV (max 2 pages)** in English.

The e-recruitment system allows **secure submission of applications and tracking of application status**.

Hard copy applications can be submitted to the ICRC Country Head Office, located along Ministries Road, Amarat, Juba – South Sudan.

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**The deadline for application submission is Monday 13<sup>th</sup> April 2026 at 5:00 P.M.**

**Only complete applications will be considered.** Please note that this position is open only to South Sudanese nationals.

### **Commitment to Diversity**

**The ICRC values diversity and is committed to creating an inclusive working environment. We welcome applications from all qualified applicants, especially women and persons with disabilities.**

**We encourage persons with impairments to clearly indicate in their application how we can assist them during the recruitment process.**

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### **Code of Conduct and Confidentiality**

**The ICRC does not tolerate fraud, sexual exploitation and abuse, any kind of harassment, including sexual harassment and discrimination. Therefore, selected candidates will be subject to rigorous reference and background checks. All staff hired by ICRC are also expected to follow the ICRC's Code of Conduct.**

**All applications will be treated with the strictest confidentiality.**

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