



PLAN INTERNATIONAL SOUTH SUDAN JOB ADVERT

Plan is an International Child Centered Community Development organization – without religious, political or governmental affiliation – that works with children and their communities in 50 of the world's poorest countries to make lasting improvements in their lives. Plan's work worldwide benefits around six million children in Africa, Asia and Latin America. Program implementation takes place in 50 Country Offices and 4 Regional Offices, working with more than 90,000 mostly rural communities.

Working in 50 developing countries across Africa, Asia and the Americas, Plan has 'One Goal, whose aim is to reach as many children as possible, particularly those who are excluded or marginalized, with high quality programs that deliver long-lasting benefits by increasing its income, working in partnership with others and operating effectively.

Plan recognizes that the geographical context and recent history have left the communities of South Sudan highly vulnerable to emergencies from political and inter-ethnic conflicts, influx of returnees, food insecurity, long dry spells and floods. Cognizant of the need Plan is implementing emergency and recovery response in six states of South Sudan, namely Central Equatoria, Eastern Equatorial, Lakes, Upper Nile, Western Equatoria and Jonglei. Program includes food assistance, agricultural rehabilitation, Food Security and Livelihood, Education in Emergencies and Child Protection in Emergencies.

In order to enhance its response program, Plan South Sudan is seeking an experienced Education Project Manager to Manage the South Sudan "Increasing Access to Quality, Safe and Inclusive Education for Out of school children and youth" education project for 12 months that will be implemented in Eastern Equatoria

POSITION 1; No. of Vacancies (1)

Job Title:	Education Project Manager
Department:	Programs
Reports to:	Education Program Manager with Technical support from CP Specialist and Gender and Gender Based Violence Manager
Location:	Eastern Equatoria, with roving responsibilities to support the different field locations.

DIMENSIONS OF THE ROLE

The purpose of this assignment is to provide technical support and leadership to the Plan International South Sudan Education Project with major focus on ECD, Primary, ALP and Pastoral Education. The Project Manager will be responsible for the implementation of the project as per project work plan and meet all the indicators as per Log-frame of the project.

"Plan International Strives for a just World that advances children's rights and equality for girls in line with Plan's safeguarding Children and Young People Policy Commitment"

The incumbent will provide on-site supervision over the rehabilitation works, monitoring construction and rehabilitation, teachers training and overall implementation of key activities through number of site-visits to ensure the works are implemented in accordance with Plan International standards. The project manager will sign off the final acceptance of the works and will ensure approval from the local and State Ministries of Education and partners.

Typical Responsibilities - Key End Results of Position:

Key Deliverables

- Responsible for timely implementation of project activities in Eastern Equatoria particularly Magwi and Kapoeta North
- Take lead in development of quality narrative reports and success stories to donors and Plan International
- Visit the field to supervise project activities including construction and rehabilitation of TLS as well as recommending alternative solution to improve ongoing activities
- Perform effective monitoring and evaluation of all project activities in both field locations
- Participate in identifying donors and fully contribute to development of project proposals
- Contribute to implementation of Plan International South Sudan Education Strategy including working with government authorities, partners and donors
- Perform any other business as well be assigned by the supervisor

a. Human resources

- Lead the Project team and be responsible for the quality and effectiveness of Plan's emergency response and is accountable for developing, coordinating and managing project quality delivery of Education, CP and GBV activities.
- Promote a productive work environment respectful of the Code of Conduct with zero tolerance for verbal and physical abuse or discrimination against other persons on the grounds of race, colour, sex or creed.
- Recommend changes to team composition and functioning and project delivery quality and effectiveness.
- Create the conditions to ensure effective teamwork and morale.
- Conduct performance appraisals of project staff; ensure regular feedback and mentoring on individual performance.
- Ensure all project team members are fully briefed on all aspects of security, social and cultural norms and local conditions and behaviour.

b. Public Relations/Media

Ensure all information, publicity and fundraising material recognises and respects the dignity of disaster victims, especially children and women.

c. Program Operation

- Ensures effective budgeting and management of financial and project assets/materials in accordance with Plan and donor regulations.
- Ensure that project support functions are established and maintained in accordance with Plan International policies and procedures.

Ensure the establishment and maintenance of distribution and associated operating/management /monitoring systems.

Ensure that secure and reliable communications/information management facilities are established and maintained.

Ensure, in collaboration with the Security Coordinator, and programs team members are familiar with usage, procedures and relevant communications protocols.

Safeguarding Commitments:

- To ensure safeguarding policy and COC of plan international in South Sudan is observed by staffs, associates known to the beneficiaries and all safeguarding concern are reported.
- To ensure staffs, beneficiaries and associates are aware of reporting mechanisms and maintain the confidentiality of the safeguarding concerns reported
- Never participate or support child marriages. No Staff should engage in a relationship with a direct beneficiary

Dealing with Problems

- An ability to manage staff working under pressure and build excellent working relationships in short timeframe.
- The post-holder will need to have the ability to find solutions to difficult programmatic and management issues, taking corrective action as necessary.
- Dealing with and harmonising multiple demands from client groups
- Working effectively with multiple cultures and languages
- Working in an environment where rapid change might suddenly alter priorities

I. Communications and Working Relationships:

Internal

- Plan inter-departmental and project teams and country office thematic managers.
- Plan Monitoring, Evaluation and Research team.
- Plan South Sudan and teams in field locations such as sub-office, and others as necessary.

External

- State, County and local government units, as relevant, pertaining to project implementation
- Donor representatives UKNO
- Cluster coordinators for relevant sectors, as necessary
- UN agencies and NGO operating in the project implementation areas.

II. Knowledge, Skills, and Behaviours Required to Achieve Role's Objectives:

Knowledge

- Degree in the field of Education or social sciences especially in the field of Education and Master degree will be an added advantage.
- At least 3-5 years' early recovery and rehabilitation experience.
- Superior technical knowledge and experience relating to emergency responses and early recovery and rehabilitation programs
- Proven and substantial humanitarian management experience in leading teams, and ensuring the delivery, of program strategy.
- Experience in representing an organization with partners, government agencies and donors at humanitarian level.
- Comprehensive computer skills; fully conversant with Microsoft Office software and internet. Understanding of how new developments in technology can positively contribute to the aims of an INGO
- Understanding of the linkages between Education and Child Protection as well as GBV.

- Understanding of managing security and risk within an INGO context.
- Experience in community accountability mechanisms (complaints response mechanism)
- Good grasp and knowledge of local context and customs
- Knowledge of Sphere, HAP and other codes of conduct relevant to minimum response standards for the sectors in which Plan is active
- Experience effectively working with UN clusters and liaising with government departments
- Experience with project development and design is useful
- Ability to contribute to local, national, and global advocacy messaging based on field context.
- Experience participating in representing an agency in cluster meetings and other coordination mechanisms involving UN agencies, other NGOs and government authorities, and location organizations.

Skills

- Negotiation and conflict management skills
- Team management skills
- **People Skills:** Ability to work independently and as a team player who demonstrates strong leadership and is able to support and also able to work with disaster affected communities in a sensitive and participatory manner.
- **Communication Skills:** Well developed written and oral communication skills. Able to communicate clearly and sensitively with internal and external stakeholders as a representative of Plan. This includes effective negotiation and representation skills. Cross-culturally adept. Excellent written and spoken English.
- Proven analytical skills and ability to think strategically, including the capacity to analyze the humanitarian context and security trends and propose new interventions and changes in the project implementation plan.
- General finance, administration, information management and telecommunication skills and proficiency in information technology/ computer skills required.

Plan International's Values in Practice

We are open and accountable

- Promotes a culture of openness and transparency, including with sponsors and donors.
- Holds self and others accountable to achieve the highest standards of integrity.
- Consistent and fair in the treatment of people.
- Open about mistakes and keen to learn from them.
- Accountable for ensuring we are a safe organization for all children, girls & young people

We strive for lasting impact

- Articulates a clear purpose for staff and sets high expectations.
- Creates a climate of continuous improvement, open to challenge and new ideas.
- Focuses resources to drive change and maximize long-term impact, responsive to changed priorities or crises.
- Evidence-based and evaluates effectiveness.

We work well together

- Seeks constructive outcomes, listens to others, willing to compromise when appropriate.
- Builds constructive relationships across Plan International to support our shared goals.
- Develops trusting and 'win-win' relationships with funders, partners and communities.
- Engages and works well with others outside the organization to build a better world for girls and all children.

We are inclusive and empowering

- We empower our staff to give their best and develop their potential
- We respect all people, appreciate differences and challenge equality in our programs and our workplace
- We support children, girls and young people to increase their confidence and to change their own lives

Physical Environment and Demands:

May be "typical office environment"; note if heavy lifting, climbing, excess travel, etc.

This post is based in Eastern Equatoria which at present is a normal operational environment. However, the post-holder must be willing to travel to project activity sites in difficult terrain and security when needed.

Level of Contact with Children:

- Low contact with children

All applications marked on the right hand corner of the envelop "Application for the Position of Education Project Manager should be addressed to:

The HR & OD Business Partner
Plan International South Sudan
Hai Jerusalem.

Application should only be submit via this e-mail address hr.ss@plan-international.org

The closing date for receipt of applications is before close of business on 8th June 2020. Interested persons can collect **Plan Application Form** from the **Security Post** at the above address or from the field office in the location you are applying from.

NOTE, due to the urgency of the position, we will be reviewing the applications as they come and interviews may be done before the closing date.

Note: Applications submitted are non-returnable

Plan is an equal opportunity employer within the meaning of the relevant UN convention. Women are strongly encouraged to apply.

