



Plan International
South Sudan
Hai Cinema
P.O. Box 182
Juba

Tel.: +211 956 201 958
www.plan-international.org

PLAN INTERNATIONAL SOUTH SUDAN JOB RE-ADVERTISEMENT

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Approved by
MOI 28/10/2021
28 OCT 2021

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 Equatorial, Eastern Equatorial, Western Equatorial, Lakes, Upper Nile and Jonglei. Program includes food assistance, agricultural rehabilitation, Food Security and Livelihood, Education in Emergencies and Child Protection in Emergencies. Plan International also works with both International and Local partners.

Plan International South Sudan is seeking to recruit a qualified South Sudanese for the following position of **"Sexual Reproductive Health Rights (SRHR) Programme Manager – Based in JUBA"**.

POSITION 1; No. of Vacancies (1)

Job Title:	Sexual Reproductive Health Rights Programme Manager (SRHR Manager)
Grade	D2
Tenure	6 months
Department	Program
Reports to	Program Director
Locations	JUBA (CES), with 40% Field Travel

Purpose of the Role

The SRHR programme Manager will provide technical guidance and support to Plan International's South Sudan Country Sexual Reproductive health rights programme teams to develop, implement, monitor and evaluate SRHR programs. You will be responsible for assessment, design, implementation and monitoring and evaluation of SRHR programming for both humanitarian, development and peace

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building. You will ensure that all work has a strong gender focus and that SRHR interventions are linked in to longer term programming in order to guarantee maximum impact in line with Plan International's Global Strategy. In addition, the post holder will also play an integral role in coordination and resource mobilization and building capacity of local staff and partners through providing training, coaching and mentorship. On a wider scale, you will also play a key role in influencing, supporting the Country office to build best practice case studies and documenting learning and evidence against global policy and advocacy objectives.

The post holder will provide leadership and strategic direction for Plan's programs in Adolescent Sexual reproductive health as well as lead engagement with donors and governments to address child early and forced marriages (CEFM), sexual and gender based violence (SGBV) and comprehensive sexuality education (CSE). The post holder shall actively participate and support in planning, implementation, monitoring and evaluation of the community projects supported by Plan International South Sudan Programs and its partners.

Key End Results and typical Responsibilities:

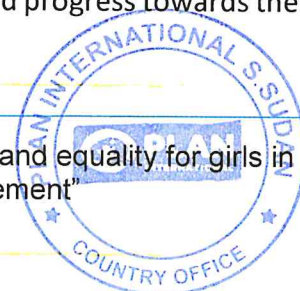
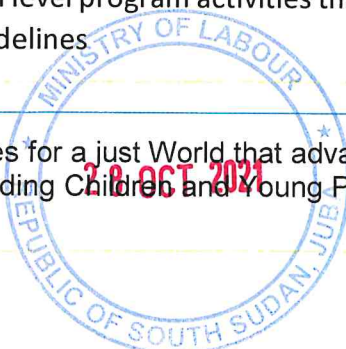
Programme Development

- Support in the Plan International South Sudan Country Strategy Development - specifically on Sexual reproductive health rights
- Periodic review SRHR Programme and project interventions and achievements in South Sudan and adjusting implementation plans accordingly with coordination with Project Managers and MEAL specialist.
- Ensure high quality SHHR delivery by Country teams that have direct positive impact on children and their families
- Ensure quality SRHR proposal development that will attract funding by donors and National Offices.
- Ensure integration of SRHR within other sectors or portfolios such as Education, protection, GBV, Nutrition and Food Security in order to maintain the profile of the organization as a strong empowerment actor.

Technical support and capacity building

- Provide technical support to the country-based SRHR and SGBV teams in the field, with a big focus on the job mentoring and coaching to the field teams and technical supervision.
- Capacity building of Plan staff and volunteers SRHR technical areas such as SGBV, Early and forced marriage and comprehensive sexuality education.
- Development of training packages and delivery of trainings, development and monitoring of individual capacity building plans,
- Development and ensuring use of standardized SRHR tools and promote use of standard resources (such as the Core Humanitarian Standards) to ensure quality
- Support SRH national level program activities that will spark accelerated progress towards the review of the policy and guidelines

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- Support the subnational county level implementation of activities to support the provision of quality services and strategic information, including assisting in the stakeholder engagement up to community level for SRH towards a revised SRH policy and guidelines
- Participate as needed on high priority activities for SRH program, including but not limited to data analysis and interpretation, health care worker training, program performance reviews, etc
- Facilitate other aspects of SRH program at national level based on needs. May include facilitating relationships, issue-specific problem solving, escalating questions to the national level, developing project management solutions to SRH program challenges, enabling stakeholder collaboration, coordination/follow up of agreed action points etc.
- Contribute to writing proposals and concept notes and designing new

Monitoring and evaluation

- Updating current household surveys and economic assessment and/or leading new SRHR needs assessment as appropriate.
- Knowledge management and documentation of lessons learned related to SRHR and SGBV programming.
- Identify and manage the project risks and timely escalate these risks to the Programme director, PIAMs and CMT as per the reporting protocol
- Coordinate and provide assurance over the development and maintenance of project plans
- Coordinate, manage and track project milestones and implementation of activities as indicated in the work plan and alert management of any deviations from project plans.

Representation

- Close collaboration with, representation and support to South Sudan National Health Cluster and other relevant ASRH coordination groups.
- Ensure Plan International South Sudan visibility at the field level through the SRHR Coordinators and PIAMs
- Ensure monthly reporting to the health Sub-Cluster and Participate in Technical Working Groups, maintaining communication and feedback loops on all substantive work in regards to the PI programmes.
- Participate in and stakeholder meetings related to ASRH at national level
- Support and participate in the regional and Global ASRH stakeholder meetings related to SRHR Build collaborative relationships between ASRH activities with the broader country programmes and PI areas of global distinctiveness
- Look for synergies among partners and push for effective interactions (partner meetings, national strategy sessions and workshops, state-level work, etc.)

Finance and budget management

- Monitor budget and ensure adequate burn rate for SHRH projects as per the quarterly budget plans in close coordination with the Project Managers
- Ensure timely review of the BVA on a monthly basis and feedback to the finance team

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Reporting

- Ensure timely and quality preparation or review of all SRHR donor and National Offices narrative reports in close collaboration with the Project Managers and Business Development Department

Safeguarding Commitments:

- Commit and contribute to an environment where children and adult program participants feel respected, supported, safe and protected;
- Never act or behave in a manner that results in violence including SHEA against a child, young person or adult or places them at risk of such violence;
- Be aware of and adhere to the provisions of the Safeguarding Policy, PSHEA Policy and COC of Plan International;
- Report and respond to safeguarding and SHEA concerns and breaches in line with the applicable procedures of Plan International;
- Maintain confidentiality of safeguarding and PSHEA concerns reported;
- Never participate in or support child marriages.

Dealing with Problems/Risks

Complexity of problems handled & the degree of investigation, analysis, & creative thinking required to solve them

- Facilitating cordial relationships with and among various stakeholders from a variety of backgrounds.
- Handling conflicting priorities and ad-hoc requests from various stakeholders in the best interest of the organization.
- Given the wide scope of responsibility and limited resources, it is essential that the post holder is able to effectively manage a variety of tasks and clearly identify priorities.
- Creativity in developing strong partnerships and in making use of internal and external resources.

Communications and Working Relationships:

Internally;

- Programs Director
- Regional and Global SRHR Specialist
- Project Managers and thematic managers
- PIA Manager and Project teams in the field
- Visiting National Offices and Donors staff
- Other Plan staff

Externally;

- International/national and state institutions, agencies, clusters and donors
- Children and their families
- Government and members of the communities
- Other partners



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Knowledge, Skills, and Experience Required to Achieve Role's Objectives:

Knowledge

Successful candidates will possess;

- Bachelor's degree in clinical medicine, nursing, community health or public health.
- Post graduate qualification in Social Sciences, public health, community health, social communication and related discipline will be an added advantage.
- At least 5 to 7 years' relevant experience in implementing public health programs and /or providing technical assistance in adolescent/youth FP/RMNCH programming in humanitarian context.
- Experience working with government, humanitarian clusters or donor-funded programs.
- Demonstrated experience with a mix of practical technical skills in adolescent/youth programming.
- Demonstrated ability to work effectively with government representatives and other stakeholders, particularly at the county and national level,
- Experience in public health policy development will be an added asset
- Experience in implementing programmes involving diverse partners and operations
- Demonstrated experience navigating the sensitivities and complexities of South Sudan's national and state level health system.
- Fluent in English (both oral and written). Working knowledge of local Arabic and/or other local languages will be an added advantage.

Skills

- Representation, influencing, advocacy and leadership skills.
- Excellent writing skills, for both research and communication purposes.
- Good interpersonal skills
- Project management skills: ability to plan, organize, work under pressure, respond to deadlines, prioritize competing deliverables, and be flexible and productive while working independently
- Demonstrated success in establishing and maintaining effective working relationships with government, donors, local CSOs and NGO stakeholders
- Exceptional and demonstrated ability to influence and build consensus across diverse groups perspectives.
- Excellent oral and written communication skills
- Good coordination, problem solving and networking skills
- Excellent reporting and computer skills
- Solid skills in Excel, power point and high level experience.

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.

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- 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

- Standard office environment with some exposure to heat, cold, dirt, noise and rainy weather conditions; dim or crowded surroundings, especially when in the field
- The post holder will be required to travel to the field very frequently

Level of Contact with Children:

High contact: Frequent direct interaction with children and their families

Employment of Relatives:

Plan International South Sudan is an equal opportunity employer; however, it discourages employment of relatives of staff members because of the conflict of interest associated with it. While trying to avoid such cases, applicants are required to declare in writing if they have any relatives working with Plan International South Sudan.



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Application Submission Details:

All applications marked on the right hand corner of the envelop "Application for the Position of "SEXUAL REPRODUCTIVE HEALTH RIGHTS PROGRAMME MANAGER – JUBA should be addressed to:

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

All Applications should be submitted in hard copies to Plan International Country Office in JUBA.

OR You can send your application via email to hr.ss@plan-international.org

The closing date for receipt of applications is before close of business on Tuesday, 16th November 2021.

Note: Applications submitted are non-returnable.

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



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