



**VACANCY ANNOUNCEMENT**



Action Against Hunger is a non-governmental organization whose aims and mission is to save lives by eliminating hunger, under-nutrition, particularly during and after emergency situations like disasters. Action Against Hunger focuses on nutrition, health and healthcare practices; food security and livelihoods (FSL); water, sanitation and hygiene (WASH) and advocacy.

Action Against Hunger USA is currently looking for a qualified **South Sudanese Nationals** to fill in the position of **Gender Officer** be based in **Old Fangak**

Position open date: **August 19, 2025**

Closing date: **September 5, 2025**

Expected Start date: **September 2025**

Location: **Old Fangak**

SO-H-3  
Approved by Services Director,  
MOL (R/SU)  
Chau  
19/08/2025



**About Action Against Hunger**

Action Against Hunger-USA is part of the Action Against Hunger International network, which provides humanitarian relief in over 40 countries worldwide in the sectors of nutrition, health, water/sanitation, and food security. Action Against Hunger-USA, an independent NGO, currently manages operations in 8 countries: Kenya, South Sudan, Zambia, Tanzania, Uganda, Ethiopia, Haiti and Somalia. Action Against Hunger-USA has approximately 2000 staff based in the various country offices, Head Quarter in New York City and Operational Centre in Nairobi. Additional growth is anticipated.

**About the Country Program in South Sudan**

Action Against Hunger has been operational in South Sudan since 1985, addressing both chronic and acute needs through a comprehensive multi-sectoral approach. Our programs integrate Nutrition, Food Security & Livelihoods, Water, Sanitation & Hygiene (WASH), Protection, and Gender interventions to strengthen resilience and improve community well-being. To implement these programs effectively, Action Against Hunger engages both national and international staff, with a dedicated country team of approximately 100 professionals operating across regional and satellite offices. Action Against Hunger currently operates in four regions: Warrap, Northern Bahr el Ghazal, Pibor and Jonglei states with a robust portfolio of \$15 million per year, covering emergency response, resilience-building, research, and innovation programs to drive sustainable impact. In 2024/2025, the key donors include ECHO, UNICEF, AICS, GFFO, SIDA, EHF, WFP, and other partners committed to supporting humanitarian and development efforts in the country.

**I. SUMMARY OF POSITION**

The Gender Officer's role is overseeing, coordinating, and ensuring quality implementation of the gender and protection mainstreaming activities in the project areas of Action Against Hunger in the field location, participate in GBV cluster meetings and trainings; collection of sex and gender disaggregated data and report writing; documentation and sharing of best practices internally and externally.



**PURPOSE:** The Gender Officer is responsible for leading and coordinating the gender and protection activities in the field office; provide technical guidance to the field staff on areas of gender and protection mainstreaming to meet Action Against Hunger's Gender Minimum Standards (GMS)

**ENGAGEMENT:** Engage with program managers, heads of bases, gender specialists, and head of departments and build the capacities of the field staff; support the field teams on implementation of gender and protection activities; represent Action Against Hunger in gender related forums and platforms including those led by government as well as NGOs.

**DELIVERY:** She/he will provide technical support in knowledge product development and technical backstopping on gender issues including technical guidance on the implementation of gender and protection mainstreaming, and inputs documentation and reporting.

## II. ESSENTIAL JOB FUNCTIONS

Coordination and leading the implementation of the gender and protection projects in Duk Pagaak; technical support and building the capacities of field staff on gender and protection to ensure for the development and donor report writing; participation in GBV subcluster cluster meetings.

### 1. Technical Assistance and Capacity Building

- Lead the implementation of gender/GBV-related activities in collaboration with other stakeholders, including conducting gender assessments and organizing training;
- Provide guidance and advice to the project field team on technical issues of gender and protection mainstreaming in the programs
- Lead training workshops for relevant stakeholders, staff and community leaders, boys, girls, and women on advocacy and gender-related topics.
- Build the capacities of the field staff, service providers and support them to coordinate referrals and reporting of SGBV and ensure proper follow up of documented incidents;
- Conduct culturally appropriate gender awareness-raising and sensitization sessions with key stakeholders and gatekeepers on gender and women empowerment topics.
- Network and maintain dialogue with relevant stakeholders e.g. Government Institutions, community leaders, and religious leaders to ensure collaboration, synergy, and sharing of experiences on gender issues.
- In conjunction with the project team, undertake regular field trips to project sites to check field-based gender mainstreaming activities, and advise on monitoring and reporting on emerging gender-related issues;
- Support the monitoring, evaluation, and reporting on gender mainstreaming by ensuring the collection of relevant baseline information and formulation of indicators that are sensitive to gender.
- Lead assessment and research activities at the community level to gather information and analysis on gender and advocacy issues.
- Develops quality and timely reports and submits to immediate supervisor,
- Write case studies and document lessons learned using all possible communication outlets.
- To perform other work-related duties and responsibilities as may be assigned by the manager

### 2. Representation and Advocacy

- Plan and lead gender-related community activities/campaigns like international women's day and 16 days of gender activism as a platform to lobby on gender-sensitive practices and behavioral change
- Represent Action Against Hunger at the monthly & quarterly gender-based meetings and update on progress made challenges, and appropriate follow-up plans to available relevant stakeholders and forums

### 3. Monitoring, Evaluation, Accountability, Learning

- Supporting the project team in measuring achievement and progress towards program goals and results.
- Coordinate with MEAL colleagues to ensure complaints and feedback mechanism is gender-sensitive in terms of access, and that a system is in place to review complaints related to gender-sensitive programming.

## III. SUPERVISORY RESPONSIBILITIES

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N/A

#### IV. FISCAL RESPONSIBILITY

N/A

#### V. PHYSICAL DEMANDS

To travel to the field, the employee must attest to a level of physical fitness capable of enduring physically difficult, highly stressful situations, which may include the necessity to walk long distances, to eat a limited diet and/or to reside in potentially uncomfortable housing or tents. The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

#### VI. WORKING CONDITIONS, TRAVEL AND ENVIRONMENT

Must be able to travel as required for standard domestic business purposes. While performing the duties of this job in the field, the employee may be exposed to precarious settings under high security risks and/or very basic living conditions and outside weather conditions, as well as infectious diseases

#### VII. GENDER EQUALITY COMMITMENTS & ZERO TOLERANCE TO SEXUAL EXPLOITATION and ABUSE

- Foster an environment that supports values of women and men, and equal access to information.
- Provide a work environment where women and men must be evaluated and promoted based on their skills and performance
- Respect beneficiaries' women, men, boys and girls regardless of gender, sex orientation, disability, religion, race, color, ancestry, national origin, age or marital status,
- Value and respect all cultures.
- Promote and uphold the PSEA policy and procedures.

#### VIII. REQUIRED QUALIFICATIONS

- Bachelor's degree in Gender studies, sociology, social work, Development studies, law and other related social science fields
- Post graduate Diploma in gender studies and social development will be added advantage.

#### IX. REQUIRED SKILLS AND EXPERIENCE ESSENTIAL

- Preferred working experience related to child protection and gender
- 5-year experience working in humanitarian setting
- Good organizational, communication and writing skills.
- Demonstrate an open and inclusive attitude, commitment to the importance of protecting children and manage to work under pressure and appreciate challenges
- Good teamwork skills.
- Respect of Action Against Hunger's rules, policies and code of conduct.
- Experience in a case study and success story development
- Good experience conducting training programs, community mobilization, and conversations
- Strong interpersonal skills & excellent team player
- Cultural and gender sensitivity

#### X. Commitment Anti-Discrimination and PSEA

We provide equal employment opportunities (EEO) to all employees & qualified applicants for employment without regard to race, color, religion, gender, ancestry, national origin, age, handicap, disability, marital status, or status as a veteran. The incumbent is required to carry out the duties in accordance with the Action Against Hunger Safeguarding policies (PSEA, Child safeguarding and Code of Conduct). Action Against Hunger-USA complies with all applicable laws governing nondiscrimination in employment.

I certify that I have read and understand the responsibilities assigned to this position and expected deliverables.

Application Process.

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Interested? Then apply for this position by clicking on the apply button. All applicants must upload a cover letter and an updated resume and both must be in the same language as this vacancy note. **Closing date for applications: Friday 5th, September 2025 at 5.00 p.m.** The applications will be assessed on a rolling basis.

**Submit Hard Copy of the application to Action Against Hunger office located in Afex or share through [recruitment@ssd-actionagainsthunger.org](mailto:recruitment@ssd-actionagainsthunger.org)**

We will only receive, accept and consider all applications submitted through referred channels above, any applications submitted other than channels stated here will not be accepted & considered.

*"This Position is Open to South Sudanese Nationals Only"*

*"Qualified Female Candidates are encouraged to apply"*

