

**JOB ADVERTISEMENT FOR THE POSITION OF PROTECTION CLUSTER
COORDINATOR**



Introduction

Coalition for Humanity (CH) is a national non-profit organization committed to addressing humanitarian and development challenges facing vulnerable communities across South Sudan. Headquartered in Juba, CH implements programmes in Unity State, Ruweng Administrative Area, Upper Nile State, Jonglei State, Greater Pibor Administrative Area, and Northern Bahr el Ghazal State. The organization works across multiple sectors including Protection, Gender Based Violence (GBV), Child Protection, Food Security and Livelihoods (FSL), Water, Sanitation and Hygiene (WASH), Health and Nutrition, Shelter and Non-Food Items (SNFI), Peacebuilding, Governance, and Housing, Land and Property (HLP). CH's work is guided by a commitment to protecting lives, promoting dignity, and strengthening the resilience of communities affected by conflict, displacement, and humanitarian crises.

As part of its ongoing humanitarian response, CH is seeking to recruit a qualified and experienced Protection Cluster Coordinator to support protection coordination efforts in Unity State.

Position Specifications

Job Title: Protection Cluster Coordinator

Duty Station: Unity State, South Sudan

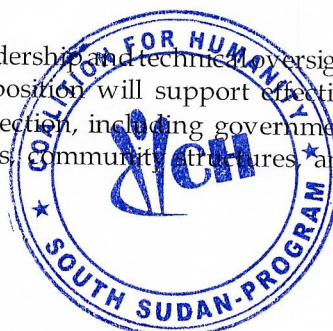
Reports To: Protection Programmes Manager

Opening date: 24 August 2026

Supervises: Protection Officers and other personnel assigned to protection coordination activities

Job Summary

The Protection Cluster Coordinator will provide strategic leadership and technical oversight for protection coordination activities in Unity State. The position will support effective collaboration among humanitarian actors working in protection, including government authorities, UN agencies, national and international NGOs, community structures, and other stakeholders.



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The Coordinator will facilitate joint planning, information sharing, advocacy, protection analysis, and response coordination to ensure that protection concerns are effectively addressed through humanitarian programming. The role will support evidence-based decision-making through regular protection monitoring, assessments, trend analysis, and reporting. The position will play a key role in strengthening the quality and accountability of protection interventions by promoting adherence to humanitarian principles, protection standards, and cluster coordination mechanisms. The Coordinator will also represent CH in relevant coordination forums and contribute to strategic discussions aimed at improving protection outcomes for refugees, returnees, internally displaced persons, and host communities. The role requires a strong understanding of humanitarian coordination systems, protection programming, stakeholder engagement, information management, and humanitarian advocacy. The successful candidate must be able to work effectively in complex operational environments while maintaining constructive relationships with a wide range of actors.

Key Responsibilities

1. Protection Coordination and Strategic Leadership

The Protection Cluster Coordinator will lead and facilitate protection coordination processes in assigned operational areas. The incumbent will support the development and implementation of protection coordination strategies that are aligned with humanitarian priorities, protection standards, and donor requirements.

Key responsibilities will include:

- Facilitate regular protection coordination meetings and ensure meaningful participation of relevant stakeholders.
- Support the development of protection response plans, operational strategies, and work plans.
- Promote effective collaboration among humanitarian actors to strengthen protection service delivery and avoid duplication.
- Ensure protection concerns are integrated into multi-sector humanitarian planning and response activities.
- Contribute to the development of protection priorities based on emerging risks, needs assessments, and contextual analysis.
- Support preparedness and contingency planning for population movements, emergencies, and other humanitarian developments.
- Promote accountability to affected populations and ensure community perspectives are reflected in coordination processes.

2. Protection Analysis, Monitoring and Information Management

The Coordinator will support the collection, analysis, and dissemination of protection information to inform evidence-based decision-making and advocacy.

Key responsibilities will include:

- Coordinate protection monitoring activities and support the analysis of protection trends and emerging risks.
- Review and consolidate protection information from partners to support operational planning and response.



- Prepare protection situation updates, briefing notes, dashboards, and analytical reports.
- Identify protection gaps and recommend appropriate actions to relevant stakeholders.
- Support joint assessments, protection profiling exercises, and data collection initiatives.
- Ensure information products are accurate, timely, and consistent with agreed standards.
- Promote the safe and ethical management of protection information.

3. Advocacy and Representation

The Protection Cluster Coordinator will contribute to advocacy efforts aimed at addressing protection risks and strengthening access to services for affected populations.

Key responsibilities will include:

- Develop advocacy messages based on protection evidence and field observations.
- Support engagement with local authorities, humanitarian actors, community leaders, and relevant institutions on protection issues.
- Represent CH in coordination forums, technical working groups, and humanitarian meetings.
- Contribute to the preparation of protection updates, presentations, and briefing materials for donors and partners.
- Promote compliance with international protection principles and humanitarian standards.
- Strengthen collaboration with protection partners to address identified protection concerns.

4. Capacity Strengthening and Technical Support

- The Coordinator will provide technical support to protection actors and contribute to strengthening coordination capacities within the response.
- Key responsibilities will include:
- Provide technical guidance on protection principles, standards, and best practices.
- Support training and mentoring initiatives for protection staff, community structures, and partner organizations.
- Facilitate learning and knowledge sharing among protection actors.
- Promote the use of common tools, guidance documents, and reporting templates.
- Support efforts to strengthen local participation and community-based protection mechanisms.
- Contribute to the development of technical resources and coordination materials.

5. Partnership Management and Stakeholder Engagement

The Coordinator will support productive relationships with key stakeholders involved in the protection response.

Key responsibilities will include:

- Maintain effective working relationships with government counterparts.



- agencies, NGOs, and community representatives.
- Facilitate information sharing among partners and support collaborative problem-solving.
- Support coordination of joint missions, assessments, and field visits.
- Promote inclusive participation of local actors in coordination structures.
- Strengthen engagement with affected communities to ensure their priorities inform response efforts.

6. Reporting, Compliance and Operational Support

The Coordinator will ensure timely reporting and compliance with organizational and donor requirements.

Key responsibilities will include:

- Prepare and submit regular reports, meeting minutes, and coordination updates.
- Maintain accurate documentation of coordination activities and protection information products.
- Support monitoring of protection response progress against agreed objectives.
- Ensure compliance with CH policies, donor requirements, and humanitarian standards.
- Contribute to proposal development, project design, and resource mobilization efforts when required.
- Perform any other duties assigned by management that are consistent with the nature of the position.

Requirements

a) Education and Experience

- Bachelor's degree in either International Relations, Law, Human Rights, Social Sciences, Development Studies, Political Science, Humanitarian Affairs, or another relevant field.
- A Master's degree in a related field will be an added advantage.
- Minimum of seven (7) years of progressive experience in protection programming, humanitarian coordination, or related humanitarian work.
- At least three (3) years of experience in a coordination, leadership, or senior protection role.
- Demonstrated experience working with humanitarian coordination mechanisms, including clusters, working groups, or inter-agency forums.
- Strong understanding of international protection frameworks, humanitarian principles, and protection standards.
- Experience working with displaced populations, refugees, returnees, and conflict-affected communities.
- Previous experience working with UN agencies, national NGOs, international NGOs, or humanitarian coordination bodies is highly desirable.
- Experience in South Sudan or similar humanitarian contexts will be an added advantage.

b) Core Competencies



- Strong understanding of protection coordination, protection monitoring, and humanitarian response mechanisms.
- Excellent analytical and report writing skills.
- Strong facilitation, negotiation, and stakeholder engagement skills.
- Ability to build and maintain productive partnerships with diverse stakeholders.
- Strong organizational and planning skills.
- Ability to manage multiple priorities and work under pressure.
- Excellent communication and presentation skills.
- Proficiency in Microsoft Office applications, including Word, Excel, PowerPoint, and Outlook.
- Experience using information management and data analysis tools will be an added advantage.

c) Behavioral Competencies

- Strong leadership and team-building skills.
- High level of professionalism and integrity.
- Ability to work independently with minimal supervision.
- Strong problem-solving and decision-making abilities.
- Flexibility and adaptability in challenging operational environments.
- Commitment to humanitarian principles and protection standards.
- Ability to work effectively in multicultural and multidisciplinary teams.

Organizational policies & safeguarding

Coalition for Humanity (CH) maintains a zero-tolerance policy towards Sexual Exploitation and Abuse (SEA), Sexual Harassment, and any form of misconduct. All staff members are required to uphold the principles outlined in CH's Code of Conduct, Safeguarding, and Protection from Sexual Exploitation and Abuse (PSEA) policies always, both during and outside official working hours. Familiarity with and strict adherence to these standards is a mandatory condition of employment.

In addition, CH has a zero-tolerance policy towards drug and alcohol abuse. All staff are strictly prohibited from reporting to duty or carrying out official responsibilities while under the influence of alcohol, illegal drugs, or any substance that may impair judgment, alertness, or performance. Staff are required to always maintain fitness for duty.

The use, possession, or distribution of alcohol or illegal substances during working hours, while on standby, or when responsible for CH assets or representing the organization is strictly prohibited. Failure to comply with this policy will result in disciplinary action, which may include termination of employment.

These policies are enforced to safeguard staff, beneficiaries, partners, and the general public, and to uphold CH's commitment to safety, accountability, professionalism, and responsible conduct.

Disclaimer



This description is intended to describe the general nature and level of work performed by the successful candidate. It is not intended to be an exhaustive list of all responsibilities and duties associated with the position. Management reserves the right to revise, amend, or assign additional duties as required by operational needs.

Application

Interested applicants are invited to submit an application letter, updated Curriculum Vitae (CV), copies of academic certificates, National Identification documents, and contacts of three professional referees in one PDF document.

Applications to be submitted to jobs@ch-int.org or delivered to our Head office in Juba before 10th September 2026.

Note: Indicate the position you are applying for in the subject of the email. Only shortlisted candidates will be contacted.

