



CARE SOUTH SUDAN

CARE South Sudan is an International NGO working in South Sudan. CARE and its partners work with vulnerable communities to address the underlying causes of poverty and promote peace and development, through its strategic goal to reduce poverty by empowering women, enhancing access to resources and services, and improving governance.

Position:	Community Development Specialist
Department:	Program
Location:	Juba with Frequent travel to Pariang and Pibor
Reports to:	Program Manager/Lead
Advert status:	External Advert
Duration	12 months



JOB SUMMARY

The Community Development Specialist is responsible for leading and supporting community-centered approaches within the Economic Opportunities project to ensure inclusive participation, ownership, and sustainability of interventions. The position focuses on mobilizing communities, strengthening local structures, and ensuring that project activities respond to community priorities, capacities, and social dynamics. The role is expected to enhance community engagement, social cohesion, local ownership of livelihoods and economic opportunities interventions, while ensuring alignment with CARE’s accountability, gender, and safeguarding standards and the objectives outlined in the call for proposals.





Responsibilities and Tasks:

Community Mobilization and Participation

- Lead community entry, sensitization, and mobilization processes to ensure inclusive participation of women, youth, and marginalized groups in project activities.
- Facilitate participatory needs assessments, community action planning, and beneficiary targeting in line with project objectives and donor requirements.
- Strengthen community ownership by promoting participatory decision-making and feedback throughout the project lifecycle.
- Support the formation, strengthening, and functioning of community groups, committees, and economic associations.
- Ensure community perspectives and priorities are reflected in activity design, implementation, and adaptation.
- Promote transparency by clearly communicating project objectives, roles, responsibilities, and selection criteria to communities.
- Support conflict-sensitive approaches to community engagement in fragile or diverse settings.

Capacity Building and Local Structures Strengthening

- Build the capacity of community leaders, committees, and groups on project implementation, governance, and sustainability.
- Support development of community-level skills related to livelihoods, savings groups, and collective economic initiatives.
- Strengthening linkages between community structures and local authorities or service providers.
- Provide coaching and mentoring to community facilitators and volunteers.
- Support communities to develop simple plans, by-laws, or guidelines to manage collective activities.
- Promote leadership and participation of women and youth within community structures.
- Identify capacity gaps and coordinate targeted support to address them.

Social Cohesion and Inclusion

- Promote inclusive participation of vulnerable and marginalized groups in community and economic activities.
- Support initiatives that strengthen social cohesion, cooperation, and trust within and between communities.
- Identify and mitigate social tensions, exclusion risks, or unintended negative effects of project activities.
- Integrate gender equality and social inclusion principles into all community-level interventions.
- Support dialogue and collaboration among different community groups and stakeholders.
- Coordinate with the Social Development and Gender Specialist to address harmful social norms.
- Document changes in social dynamics and community relationships linked to project interventions.



Coordination and Stakeholder Engagement

- Coordinate closely with Field Coordinators, technical specialists, and partners to align community activities with project plans.
- Engage local authorities, traditional leaders, and community-based organizations to support project implementation.
- Represent the project in community meetings and local coordination forums as required.
- Support collaboration with other actors working at community level to promote synergy and avoid duplication.
- Facilitate joint planning and problem-solving with communities and stakeholders.
- Ensure community-level issues and feedback are communicated to project management.
- Support partner organizations in applying participatory and community-driven approaches.

Monitoring, Learning, and Reporting

- Support community-level data collection related to participation, inclusion, and outcomes.
- Work with the MEAL team to track indicators related to community engagement and social change.
- Document community feedback, success stories, challenges, and lessons learned.
- Support reflection and learning sessions with communities and project teams.
- Contribute inputs to donor and internal reports related to community development components.
- Support adaptive programming based on community feedback and learning.
- Ensure documentation aligns with CARE and donor quality standards.

Safeguarding, Accountability, and Compliance

- Promote accountability to affected populations by ensuring communities are aware of feedback and complaints mechanisms.
- Support safe, confidential, and accessible use of accountability and feedback channels at community level.
- Promote safeguarding, PSEA, and duty of care principles during all community engagements.
- Ensure community activities comply with CARE policies, codes of conduct, and donor requirements.
- Identify and report safeguarding, protection, or accountability concerns in line with CARE procedures.
- Support staff and partners to apply ethical and respectful approaches in community work.
- Foster a culture of trust, transparency, and accountability within community engagements.

OTHER RESPONSIBILITIES AS ASSIGNED



Qualifications

Required;

- Master's degree in development studies, rural development, livelihoods, agriculture or in a relevant field and at least 5 years working experience with international donor organizations, within donor funded projects is required.
- Alternatively, s/he should hold a bachelor's degree with a minimum of 10 years of relevant work experience.



Experience/Technical skills

Required;

- Experience in Community Development; Profound Experience of participatory method
- Experience in organizing and facilitating workshops
- Experience in stakeholders' engagement is an asset.
- Experience of working in business skills development
- Proven experience facilitating community mobilization, participatory planning, and stakeholder engagement.
- Experience working with community structures, local authorities, and civil society organizations.
- Strong understanding of participatory approaches, social cohesion, and conflict-sensitive programming.
- Experience supporting women's empowerment, youth engagement, and social inclusion initiatives.
- Excellent facilitation, communication, and report-writing skills.
- Knowledge of South Sudanese community dynamics and local governance structures.

Desired:

COMPETENCIES CARE Core Competencies: Accountability, Communication, Diversity & Inclusion, Integrity, Results Orientation. **Functional Competencies:** Program Management, Strategic Planning, Staff Management & Development, Donor Compliance, Partnership Management.



HOW TO APPLY

The position will be based in Juba. This position is **ONLY open to South Sudanese Nationals**.
Opening Date **13th, February, 2026** and Closing date CARE South Sudan receiving application will be **4th, March, 2026**.

Applications and CVs should be delivered to the **Recruitment link or Hand delivery to: CARE Juba Head Office at NPA Building, 3Rd Floor, Martyrs Street Juba, South Sudan**

NB:

- **Applications once received are not returnable**
- **Due to the urgency of the position, applications submitted will be shortlisted on a rolling basis, should there be suitable candidates, and the position may be filled before the deadline for applications.**
- **Female Candidates are Highly encouraged to Apply.**
- **Only short-listed candidates will be notified.**

Attention!!!

CARE South Sudan has a ZERO TOLERANCE approach to any abuse to, sexual harassment of or exploitation of a vulnerable adult or child by any of our staff, representatives, or partners. CARESS expects all staff to share this commitment through our Safeguarding Policy and our Code of Conduct. They are responsible for ensuring they understand and work within the remit of these policies throughout their time while at CARE.

CARE is an Equal Opportunity Employer, promoting Women and Girls, equity and diversity

