



HEALTHCARE

FOUNDATION

ORGANIZATION

To improve and advance the "Quality of Healthcare" in South Sudan and



JOB VACANCY ANNOUNCEMENT

VA/HFO/REACH/GAVI/09/2024

Job title:	GBV Officer
Reporting to	GBV and Protection Manager.
Department:	Wash Department
Hours:	40 hours per week
Duty station:	Roving Officer
Opening date	October 3 rd 2024
Closing date	October 22 nd 2024
Starting date	ASAP

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MOL
Approved
[Signature]
03/10/2024

BACKGROUND

About Healthcare Foundation Organization (HFO) was founded in 2015 in South Sudan over 7 years ago and has built a long-term local presence in Equatoria Region (Central Equatorial State (Juba), Upper Nile Region (Jonglei State, (Fangak, Ayod, Twic and Canal/Pigi Counties), Upper Nile state, Panyikang county and Unity State, Leer County) as well as Bahr El Ghazal Region, Warrap State, Gogrial East County). The regional office is in Sudan, and the head office is in Khartoum, White Nile State, and the Blue Nile States. Our country's team of advisors uses their expertise in health, nutrition, protection, food security, education, water sanitation, and hygiene. We work in the above States to support over 300,000 affected -population developments and humanitarian aid projects/Programs

HFO has been working in South Sudan since 2017 and works in six States. Our services are in line with Humanitarian core policies and are tailored for specific South Sudan organizations, initiatives, and regions. HFO would like to implement an anticipated Program. For more information, please visit HFO's website at www.hfo-ss.org We wish to recruit interested and qualified applicants for the position of Lab technician.

OUR VISION STATEMENT

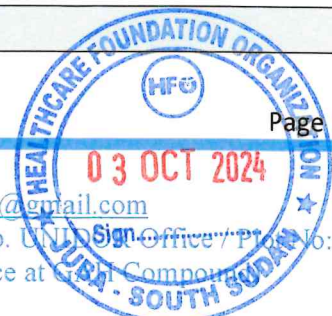
HFO envisions empowered, holistically transformed, and peaceful communities growing in unity and diversity towards self-reliance.

OUR MISSION STATEMENT

Website: <http://hfo-ss.org/>

Email: info@hfo-ss.org / healthcarefoundation.org@gmail.com

Address: Kololo road behind Catholic University of South Sudan / Opp. UNDO Sign-Office / Plot No: 143 blocks (1) Juba Nabari (Tongpiny, Khartoum Regional Office at GUSA - SOUTH SUDAN





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To improve and advance the "Quality of Healthcare" in South Sudan and its Regions

HFO exists to inspire, empower, and transform communities to move towards self-reliance by providing holistic social services and development assistance.

1.0 PURPOSE OF THE POSITION:

1.1 Specific Responsibilities:

- **Scope:** The GBV Officer will be responsible for organizing and implementing GBV prevention activities including skills and knowledge-building activities, social and gender norms transformation, and recreational activities, especially for women and girls.
- Conduct weekly GBV awareness sessions on GBV prevention at the community level within Mayendit County.
- Represent HFO at GBV AoR biweekly coordination meetings at the state and national level.
- Contribute to development of training and awareness-raising materials including materials for community sensitization.
- In coordination with hygiene promoters and partners, draw a weekly schedule for activities in the community.
- Identify and make a requisition for all materials required to conduct GBV activities in Mayendit.
- Conduct GBV and WASH safety audits at the project locations to identify GBV risks in the community.
- Organize feedback sessions each week with beneficiaries to identify strengths and weaknesses in the service delivery and identify solutions for sharing with the GBV Manager for improvement.
- Organize and oversee the implementation of activities on yearly calendar days for women and girls' celebrations.
- Conduct training and sessions for hygiene promoters to deliver appropriate GBV messages to community members during awareness sessions.
- Supervise community hygiene promoters during fieldwork to ensure correct GBV messages are disseminated to the community.
- Conduct sensitization, dialogue, and mediation sessions with the wider population about GBV at the community level in Mayendit County.
- Support in referral of GBV survivors to other service providers within the project location.



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- Identify and strengthen Community structures by engaging community leaders, Centre management, and other stakeholders to ensure that vulnerable women and girls receive adequate support at the community level.
- Organize and implement monthly discussion sessions with adolescents on GBV-related topics.
- Contribute to a positive team environment. Practice self-care. Maintain confidentiality and ethical conduct.
- Comply and submit weekly and monthly activity reports to the supervisor every Friday and at the end of each month.

2.0 Core Values:

- Inclusiveness (respect for diversity)
- Integrity.
- Professionalism.
- Effectiveness
- Innovation



3.0 Core Competencies:

- Awareness and Sensitivity Regarding Gender Issues.
- Accountability.
- Creative in Problem Solving.
- Effective Communication.
- Inclusive Collaboration.
- Stakeholder Engagement.
- Leading by Example.

4.0 Functional Competencies (Responsibilities):



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- Comply and submit weekly and monthly activity reports to the supervisor every Friday and at the end of each month.
- Perform other relevant tasks and duties as assigned by top management.

5.0 Education Background

- University Bachelor's degree in gender, social sciences, development studies, law, or related field.
- Minimum of 2-3 years of experience working on gender/ GBV issues. Experience working with key populations is an added advantage.
- Familiar with Gender and GBV guidelines in gender-sensitive programs.
- Ability to communicate ideas in a culturally sensitive manner.
- Experience in establishing and sustaining working relationships with the county (gender) offices.
- Experience in Knowledge Management will be an added advantage.
- Diploma in Gender Development.

6.0 Required Skills and Experiences

- 7.0 3+ years of experience working on the Expanded Program.
- 8.0 3+ years of demonstrated proficiency in project management, developing and implementing activities, staff supervision, budget preparation, and execution.
- 9.0 Strong interpersonal skills and a team player.
- 10.0 Strong interpersonal and communication skills required.
- 11.0 Ability to work under pressure and interact with diverse stakeholders.
- 12.0 Software. Proficiency with the following software: Microsoft Office Suite (Word, Excel, PowerPoint), End Note, or other citation software.
- 13.0 Communication. Excellent written, verbal, and visual communication skills required.

7.0 Skills:

- Ability to work autonomously and under pressure
- Willingness to work in all kinds of contexts including unstable and remote areas
- Commitment to HFO's work and values
- Adaptable and able to work in a multicultural team





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- Flexible and able to manage stress
- Available for a minimum of 6 months

7.0 Languages:

- Fluency in English and local language within the project site

8.0 HFO STATEMENT:

- HFO staff must adhere to the values and principles outlined in the HFO Code of Conduct and Ethics, HR Policy Manual, Prevention from Sexual Exploitation and Abuse policy, GBV, and Child Safeguarding Policies.
- Following these values, HFO enforces policies on beneficiaries, partners, and service providers to protect vulnerable groups from being exploited and to ensure a safe environment free from harassment.

13.0 HOW TO APPLY:

- ✓ Applications should be addressed to the Human Resource & Administration Manager by quoting the vacancy position not later than **October 22nd, 2024 @ 5.00 PM.**
- ✓ Applications received after this date will not be considered and submitted using the email address: recruitment@hfo-ss.org and copy recruitmentshfo.org@gmail.com
- ✓ Due to limited internet space, **HAND DELIVERY** of Applications is allowed, and please find the address of the HFO Office below this advert.
- ✓ Hand delivers to HFO security Guard in Tongpiny, off the Catholic University of South Sudan or Near to UNIDOR Office
- ✓ Due to the urgency of these positions, applicants **WILL BE** selected on a rolling basis and before the dateline.
- ✓ Qualified female applicants are particularly and strongly encouraged to apply!

HFO Employment statement: Healthcare Foundation Organization (HFO) provides equal opportunity and fair and equitable treatment in employment to all people without regard to race, color religion, sex, national origin, age, disability, political affiliation, or marital status





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OUR MISSION STATEMENT



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1.1 Specific Responsibilities:

Scope: Reporting: prepare regular reports on project performance and findings (weekly & monthly). Present evaluation results to stakeholders, including donors and management. He will report directly to the MEAL Manager as his line manager.

Capacity Building: Train project staff on M&E practices and tools. Support partners in developing their own M&E systems.

Quality Assurance: Ensure data quality and integrity through regular checks and audits. Implement feedback mechanisms to improve project delivery.

Collaboration: Work with program teams to integrate M&E into project planning and implementation—Liaise with external evaluators and stakeholders.

Learning and Improvement: Facilitate learning sessions to share best practices and lessons learned. Recommend adjustments to project strategies based on evaluation findings.

Design and Development: Develop M&E frameworks, plans, and tools for projects. Establish indicators for measuring project effectiveness and impact.

Data Collection and Analysis: Conduct data collection using various methods (surveys, interviews, focus groups). Analyze data to identify trends, strengths, and weaknesses



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2.0 Core Values:

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3.0 Core Competencies:

- Awareness and Sensitivity Regarding Gender Issues.
- Accountability.
- Creative in Problem Solving.
- Effective Communication.
- Inclusive Collaboration.
- Stakeholder Engagement.
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5.0 Education Background

- Bachelor's degree in public health or a relevant field (social sciences, development studies).
- Experience in M&E, data analysis, and reporting.
- Ability in statistical software (SPSS, advanced Excel & STATA) and Microsoft Office.
- Strong analytical, communication, and interpersonal skills.
- Ability to work independently and as part of a team.

6.0 Required Skills and Experiences

7.0 3+ years of experience working on the Expanded Program on Immunization (EPI).

8.0 3+ years of demonstrated proficiency in project management, developing and implementing activities, staff supervision, budget preparation, and execution.

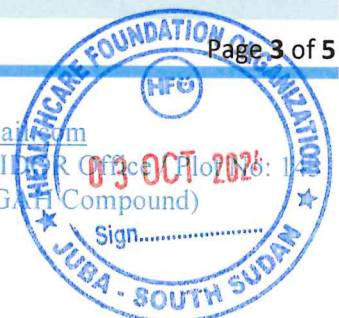
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- Attention to detail and critical thinking.
- Familiarity with project management principles.
- Strong organizational and time-management skills.
- This role is crucial for ensuring that programs are effective, efficient, and aligned with organizational goals.

7.0 Languages:

- Fluency in English and local language within the project site

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