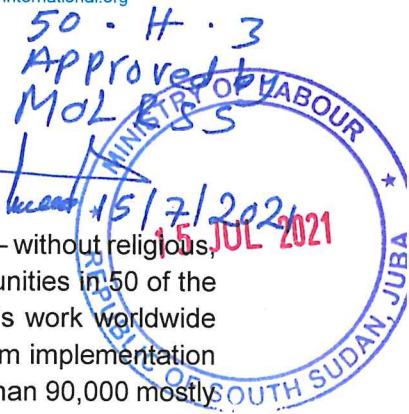




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PLAN INTERNATIONAL SOUTH SUDAN JOB ADVERT



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.

Plan International South Sudan supports development interventions in the domains of education, livelihood, building relations, child protection, governance and social protection.

As an International child-centered community development organization, committed to the wellbeing of children and to supporting the Convention of the Rights of the Child, it does not tolerate child abuse. The institution therefore expects that all its employees and others who work with it have children's best interests at the heart. Plan International is committed to protecting children from all forms of abuse and violation of their rights.

Plan International South Sudan is seeking to recruit dynamic, suitably qualified and experienced South Sudanese for the following vacant position:

POSITION 1; No. of Vacancies one (1)

Job Title	:	Gender and Inclusion Coordinator
Grade	:	D 1
Tenure	:	6months
Department	:	Programme
Reports to	:	Project Manager
Location	:	Magwi, Eastern Equatoria State.

Job Summary

In order to enhance its response program, Plan South Sudan is seeking to recruit Gender Coordinator to support development and management of education projects in South Sudan. The post holder will play a leading role in implementing the gender equality and inclusion strategy of Education Cannot Wait (ECW) project. She/he will be tasked with mainstreaming gender perspectives in all project activities undertaken, developing tools, resources, and providing training and mentoring to the project staff and volunteers to enable them contribute to Plan International's strategy of gender equality and transformation goals. The Gender Coordinator will also support MoGEI (Ministry of General Education & Instruction) and State MoE (Ministries of Education) in developing gender inclusion strategies and supporting gender related trainings.

National Organisations: Australia, Belgium, Canada, Colombia, Denmark, Finland, France, Germany, Hong Kong, India, Ireland, Japan, Korea, Netherlands, Norway, Spain, Sweden, Switzerland, United Kingdom, United States. Programme Countries: Bangladesh, Benin, Bolivia, Brazil, Burkina Faso, Cambodia, Cameroon, China, Colombia, Dominican Republic, Ecuador, Egypt, El Salvador, Ethiopia, Ghana, Guatemala, Guinea, Guinea-Bissau, Haiti, Honduras, India, Indonesia, Kenya, Laos, Liberia, Malawi, Mali, Mozambique, Myanmar, Nepal, Nicaragua, Niger, Nigeria, Pakistan, Paraguay, Peru, Philippines, Rwanda, Senegal, Sierra Leone, Sri Lanka, South Sudan, Sudan, Tanzania, Thailand, Timor-Leste, Togo, Uganda, Vietnam, Zambia, Zimbabwe.

Plan Limited, registered in England no. 3001663. Registered address as above.



Key accountabilities and Key End Results.

Specifically, the **Gender and Inclusion Coordinator** will be responsible but not limited to:

- Providing technical support on gender and inclusion and gender transformative practices in the ECW project inception planning, particularly the development of the project-specific gender equality and social inclusion (ECW) strategy and planning;
- Ensuring that ECW gender and inclusion strategies, written guidelines and other documents promote gender parity, gender transformation and gender equality.
- Working with the project team and partners to integrate and mainstreaming gender inclusion.
- Providing technical oversight for behavior-change programming efforts around gender norms.
- Organizing advocacy and awareness raising on ECW aspects with communities, including chiefs, faith leaders, and local authorities during international and national days (IWD, ACD, 16 days of activism etc).
- Supporting development of ECW related tools (IEC materials)
- Ensuring the ECW monthly program reports on gender and inclusion are compiled and is shared with the program team.
- Carrying out field visits to monitor and observe gender related project activities and provide ECW Staff with feedback on the quality of their work and suggested improvement actions.
- Participating in ECW gender-related working groups and maintaining close working relationships with counterparts in other relevant international NGOs.

Capacity Building

- Facilitate gender related trainings for different categories of ECW and other plan staff in the field on gender and inclusion.
- Support the ECW project inception planning, particularly the development of the project-specific gender equality and social inclusion strategy and work plan.

Coordination

- The Gender Coordinator will work closely with the Gender and GBV Manager, Education Manager, Child Protection, Nutrition, Livelihoods and Food Security Teams and the Monitoring and Evaluation Team, to ensure service reaches women and girls and other excluded groups.
- Support the MoGEI (Ministry of General Education & Instruction) and State MoE (Ministries of Education) in developing gender inclusion strategies and supporting gender-related training.



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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:

Internal

- Plan International inter-departmental and project teams and country office thematic managers.
- Plan International Monitoring, Evaluation and Research team.
- Plan International South Sudan and teams in field locations such as sub-office, and others as necessary.

External

- State, County and local government units, as relevant, pertaining to project implementation.
- Donor representatives.
- Cluster coordinators for relevant sectors, as necessary.
- UN agencies and NGO operating in the project implementation areas.

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

- Bachelor's degree or equivalent in International Development studies, gender studies, social science or a related field (such as human rights) required.
- At least 5 years of professional experience in development programming training and capacity building skills.
- Proven experience working on education projects.

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- Demonstrated ability to design, plan and mainstream gender in development projects.
- Proven ability of mentoring, coaching and training on gender related topics.
- Excellent communication (verbal and written) and interpersonal skills.
- Excellent report writing skills.
- Proven ability to undertake research in a relevant subject.
- Knowledge of child protection, gender transformation and Do No Harm approaches, women and children's rights frameworks, and best practices.
- Fluency in the English language (both oral and written) and simple Arabic will be an added asset.
- Competent user of MS Office packages, particularly Word, Excel and PowerPoint

Skills

- Representation and leadership skills.
- Excellent analytical, negotiation, conceptual and strategic thinking skills.
- Excellent writing skills and communication Skills.
- Good interpersonal skills



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.
- Accountable for ensuring we are a safe organisation 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 maximise 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

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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.

Applications Submission Details.

All applications marked on the right hand corner of the envelope "**Application for the Position of Gender & Inclusion Coordinator – Magwi**" should be addressed to:

The HR &OD Business Partner

Plan International South Sudan

HAI Jerusalem, Juba.

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

The closing date for receipt of applications is before close of business on **3rd August, 2021.**

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

Note: Only short listed applicants will be contacted and applications once submitted is not returnable.



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