

JOB ADVERTISEMENT

Position Title: Gender Based Violence (GBV) Caseworker - Position (2)



NUMBER: CINA/HR4/2001/SC. G5. A

Location:	Magwi
Application Deadline:	27-05-2020
Type of Contract:	Service Contract
Post Level:	SC-G.5. A
Reporting to:	Team Leader
Start Date:	Immediately
Duration of Contract:	12 months (initial, 3 months' probation)

Background

Community in Need Aid (CINA) is a national NGO working in South Sudan, based in Juba and mandated to save lives, protect dignity and develop resilience of children and families from effects of conflicts and disasters. CINA has been working in Jonglei, Central, Eastern and Western Equatoria, Equatoria and Lakes States since 2011 to date. To effectively achieve its programme objectives, CINA is therefore seeking to recruit highly competent, proactive and self-driven persons to fill the positions of Gender Based Violence (GBV) Caseworkers to be based in Magwi County, Eastern Equatoria State.

JOB PURPOSE:

The GBV Case Worker (GBV-CW) is responsible for implementation of GBV activities in the field, including GBV risks mitigation outreach activities, GBV case management through identification and referral of GBV cases. The incumbent will support development of safe GBV referral pathways and production and distribution of fuel-efficient stoves and ensuring that the Women and girls are safe. The GBV-CW will provide psychosocial support, as well as referrals to other service providers as needed as well as working with vulnerable women and girls, those at risk of GBV, survivors of GBV and members of community-based protection network, ensuring their meaningful participation in all project activities to enhance accountability.

KEY RESPONSIBILITIES:

- Provide focused psychosocial support, PFA and counseling to vulnerable women and girls, especially GBV survivors and their families;

- Support the development and strengthening of GBV referral pathway in the project location;
- Undertake GBV risks mitigation activities through community outreach and GBV awareness (via FGDs, local radios, megaphones, role plays, etc), integrating COVID-19 prevention messages and involving men and boys in key GBV topical discussions;
- Lead the key activity of production and distribution of fuel-efficient stoves in the community in close consultation with women groups;
- Coordinate appropriate safe referral activities for GBV survivors with existing service providers, ensuring feedback is provided to beneficiaries as timely as possible;
- Participate in GBV risks mitigation audits or other related needs assessments in line with effects of COVID-19 lockdown measures;
- Prepare and submit weekly, monthly and quarterly work plans and reports to the supervisor (s) in a timely manner.
- Participate in weekly internal meetings and monthly team meetings to ensure adherence to standards of appropriate GBV risks mitigation programming;
- Collect and manage data safely and ethically;
- Undertake/participate in liaison, coordination, and information sharing activities with national NGOs, international organizations, GBV Sub cluster, donors and local authorities as may be required;
- Participate in interpretation of the analyzed data on trends and work with the Protection Team Leader to disseminate information to all relevant stakeholders.
- In coordination with the M&E Officer and GBV sub cluster IMO, ensure that CINA's GBVIMS data is accurately updated on a regular basis.
- Participate in the development of GBV case monitoring systems and help other Protection staff to ensure that community mobilizers and members of community based protection networks utilize these systems correctly and consistently.
- Share success stories, best practices and make recommendations for improved and better GBV Services to beneficiaries in line with GBV Sub Cluster Guidelines.
- Represent CINA on GBV issues in CBPNs meetings, trainings and other activities.
- Build capacity of CBPNs to provide quality GBV prevention to the community members.
- Ensure a safe environment for GBV Survivors
- Respect humanitarian guiding principles of safety and Do No Harm, confidentiality, non-discrimination when undertaking duties;
- Adhere to COVID-19 preventive measures at all times to protect oneself, beneficiaries and the community; Perform other duties as assigned by the supervisor

Organizational Learning:

- As part of our commitment to organizational learning and in support of our understanding that learning organizations are more effective, efficient and relevant to the communities they serve, we expect all CINA team members to commit 5% of their time to learning activities that benefit CINA as well as themselves.

Security and Safety:

- Ensure compliance with security and public health emergency procedures and policies as determined by country leadership, including the COVID-19 Guidelines.
- Proactively ensure that Protection team members operate in a secure environment and are aware of policies.
- Work closely with Lead Agency security focal point to develop and maintain systems that ensure the safety and security of the team in all aspects of its GBV implementation process.

Finance & Compliance Management:

- Ensure compliance with donor and CINA regulations related to emergency programming.
- Ensure compliance with all CINA Finance regulation in carrying out activities.

Influence & Representation:

- Identify, build and manage collaborative partnerships with consortium partners, sub-grantees, donors, local governments and other stakeholders.
- Communicate effectively to ensure overall project targets and donor obligations are met.

Accountability to Affected Populations:

- CINA team members are expected to support all efforts toward accountability, specifically to our beneficiaries engaging them to meaningfully take part in the design, monitoring and evaluation of our field projects.
- In particular the staff must read and adhere to CINA's Code of Conduct, PSEA policy and Child Protection Policy which are set rules and procedures to ensure safety of beneficiaries and community from any eventual abuse and exploitation by humanitarian workers.
- Supervisory Responsibility: None
- Reporting Line(s):
 - **Functional:** Team Leader
 - **Technical:** Protection Manager

Knowledge and Experience

- A Bachelor degree/diploma in Social Work, Psychology, Human Rights, Public Health or Related Discipline
- Minimum of 2 years' experience GBV project Implementation and reporting or in the related fields
- Knowledge of GBV prevention and response
- Knowledge of case management principles
- Strong case management experience based on survivor-centered approach
- Familiarity with GBV data collection system and safe and ethical guidelines
- Ability to work with both adult and child survivors

- Strong communication and interpersonal skills
- Commitment to human rights and gender equality
- Flexible pro-active attitude
- Ability to work well as an individual and in a team
- Ability to manage an unpredictable workload in a challenging environment
- Ability to work across socio-cultural and religious contexts
- Strong belief in CINA Mission and Vision
- Respect for CINA Code of Conduct and its PSEA Policy
- Ability to work under pressure, independently and show initiative, with limited supervision.
- Strong interpersonal and communication skills; ability to develop good relationships with a range of diverse local stakeholders, NGO sector, the Government and partners.
- Experience representing the organization and its interests to a diverse range of local stakeholders, private sector actors, the Government and partners.
- Experience working in the humanitarian sector, in complex and volatile contexts.
- Excellent oral, written and computer skills.
- Fluency in English, Arabic and/or any other South Sudanese local languages essential.

Success Factors

- CINA team members represent the agency both during and outside work hours. Team members are expected to conduct themselves in a professional manner and respect local labour laws, and policies, procedures, and values at all times and in all in-country venues.

How to Apply:

Please address your application and CV with accompanying documents of credentials to the Finance & Administration Manager CINA South Sudan Head Office in Juba, Atlabara 21st Street, 24th Avenue or electronically to anyanzo@cina-southsudan.org with cc to lual@cina-southsudan.org by **27th May 2020 latest 5:00 PM. Female candidates are strongly encouraged to apply. This is a national post only.**

Important Notice: CINA is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. Successful applicants will be subjected to enhance past crime record checks, qualifications and experience checks and satisfactory references and will have to sign CINA's Child Protection Policy and code of conduct as they take their job offers.

DUE TO URGENCY OF RECRUITING THE POSITION, SELECTIONS WILL START BEFORE THE DEADLINE!

