



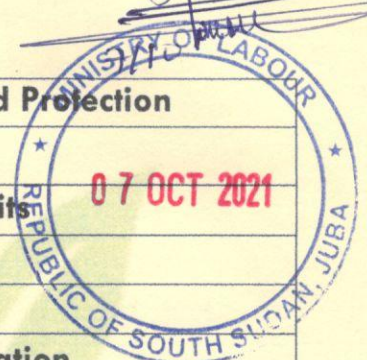
ACROSS AFRICA DEVELOPMENT ORGANIZATION

Working for a Better Africa
Seventh Day Roundabout, Tongping, Behind Shabelle Petrol Station.
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Email: aadosouthsudan@gmail.com

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JOB VACANCY

Job Title:	Project Coordinator-Gender and Protection
Country Program:	South Sudan
Place of work:	Juba based with 50% field visits
No. of Positions:	01
Program/Unit:	Gender and Protection
Monthly Salary:	As per the scale of the organization
Reports to:	Executive Director
Length of Contract:	3 months and renewable
Position Opened for:	South Sudanese only
Start Date:	7 th – Oct - 2021
Closing Date for Applications:	26 th – Oct - 2021



Organizational Background

AADO is a woman-led indigenous non - governmental organization legally registered in South Sudan with registration number 2604. AADO was established in 2018 by volunteer professionals in South Sudan as a non-political and non-sectarian organization. AADO's vision is of a world where people can live without a threat of conflicts and poverty, full of hope and respect for one another. Our current operations are focused in Jonglei, Eastern Equatoria, Central Equatoria, Western Equatorial, Western Bahr El Ghazal, and Upper Nile States. AADO is responsive, accountable, and committed to sanctity of life and dignified wellbeing for all. We are dedicated to saving lives and relieving suffering through capacity building, emergency response mechanisms and development programming in areas of food security and livelihoods, human rights and governance, health and nutrition, education, general protection and WASH. Currently AADO is implementing DANIDA and EU funded projects in Nasir, Longechuk and Ulang Counties, Upper Nile through partnership with DCA-South Sudan. Both projects aim at promoting women's economic, political and social empowerment at the local levels, with specific attention to those in the most vulnerable situations.

AADO is currently seeking a senior expert who will lead the gender and protection team through technical assistance on community-based protection and gender programs including but not limited to projects that targets gender-based violence; early child marriage, sexual and reproductive health & rights, as well as youth and community activities. More importantly someone who can manage teams in complex settings, has



activities. More importantly someone who can manage teams in complex settings, has excellent writing skills, and follows trends and research relevant for the humanitarian and development field.

Job Purpose

Project Coordinator under the supervision of Executive Director will be responsible for spearheading the implementation of Gender and Protection projects including planning, controlling and leading of the project team. She/he will manage the team and ensure the smooth running of projects in close coordination with other GBV protection actors and other key stakeholders.

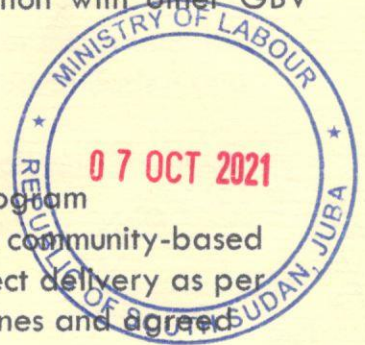
Responsibility #1: Support Program Leadership

- Technically support Project Managers and Director of Program Implementation in implementation of AADO-South Sudan community-based protection and gender programs, overall successful project delivery as per national standards, donor agreement and AADO guidelines and agreed implementation strategy.
- Technically support AADO to carry out works in accordance with AADO's gender and protection guidelines and IASC standards.
- Conduct regular field monitoring visits to provide support to staff and to ensure quality implementation.
- Oversee programmatic reports to donor, government and the country office as required. This will involve compiling of information from a range of program staff and working in teams to produce reports.

Responsibility #2: Support in technical expertise to programs

- Coordinate technical support and training to AADO and partners staff on relevant topics such as community empowerment, mobilization, and sensitization, GBV, MSRH, MHPSS, PSEA, CP, CMR, CM and legal justice.
- Co-design technical guidelines that outline processes, procedures, or strategies for program implementation.
- Work closely with AADO's SMT and regional technical advisors in exchanging sound practices.
- Act as the PSEA focal point, including to raise awareness and train staff, partners, service providers and beneficiaries about Sexual Exploitation and Abuse and AADO's reporting mechanism.
- Keep abreast of relevant existing and new research in South Sudan by other institutions that is related to women's empowerment, gender equality and protection.

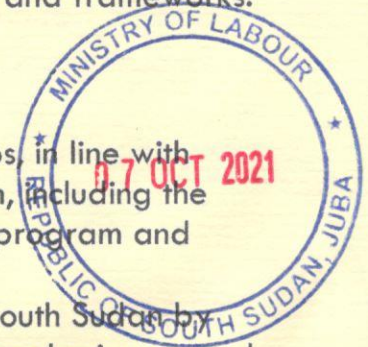
Responsibility #3: Program Strategy and Quality



- Lead on program strategy development for protection and gender sector.
- Lead regular planning and reflection sessions with the relevant project teams, local and international partners and government officials.
- As a coordinator you will have the oversight and decision-making responsibility on program quality.
- Develop and implement analysis together with the MEAL team and field staff which contributes to a deepened understanding of protection and gender issues in South Sudan.
- Ensure that lessons learned from the protection and gender interventions are well disseminated and understood by all staff of AADO-South Sudan and integrated into current and planned programs.
- Oversee the implementation and maintenance of M&E tools and frameworks.

Responsibility #4: New Business Development

- Lead on the development of new programs and partnerships, in line with identified needs and within AADO's strategy in South Sudan, including the elaboration of donor proposals, in close collaboration with program and program support teams.
- Keep up-to-date of relevant existing and new research in South Sudan by other institutions that is related to women's empowerment/gender issues; and disseminate key outcomes with field teams in appropriate and effective way.



Responsibility # 5 External Representation

- Establish positive relations and close collaboration with other agencies both INGOs, UN agencies and government institutions.
- Ensures information is efficiently communicated between the field and the national coordination.
- Represent AADO South Sudan in sectoral coordination at regional, national, state and sub-national levels and with the technical authorities
- In close collaboration with interagency sector coordination units, ensure AADO representation in the relevant technical coordination and forums at the field level and vis-à-vis relevant actors as relevant to the project including all the relevant clusters

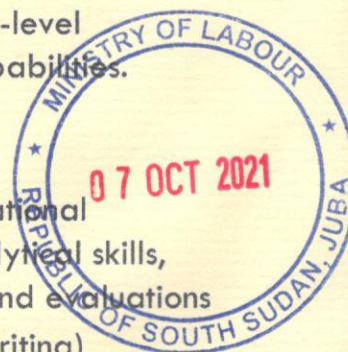
SKILLS AND COMPETENCE:

Essential

- Strong conceptual and practical understanding of gender and protection issues and approaches in humanitarian contexts, including the constraints, sensitivities and risks associated with such work



- Proven experience in the provision of technical advice and support to field programs, and skills in staff and volunteer development, mentoring, and training
- Strong understanding of gender and protection standards, including those around GBV, key sectoral issues and processes including advocacy for gender and protection
- Demonstrable understanding of the gender dynamics of gender and protection work and ability to implement relevant activities with an emphasis on the gendered aspects of conflict, violence and abuse
- Excellent influencing and negotiation skills. The ability to work independently as well work as a team player – supporting staff and volunteers is essential
- Proven analytical skills and strategic thinking, ability to apply professional and ethical standards to data collection and analysis processes
- Excellent verbal and written communication skills, including high-level interpersonal, influencing, negotiation and representational capabilities. Written and spoken English essential
- Ability to advise and get support remotely.
- Initiative, drive to achieve results, working with others, organizational awareness, respect for others and self-awareness. Strong analytical skills, and ability to design and direct research, needs assessments, and evaluations
- Excellent interpersonal and communications skills (verbal and writing)
- Demonstrated experience in staff management, training and coaching
- Strong team player and experienced collaborator
- Effective in negotiation and representation



Education & Certification:

Master's degree desirable. Graduate qualification in law, international relations, social sciences, gender or other relevant area; or equivalent experience

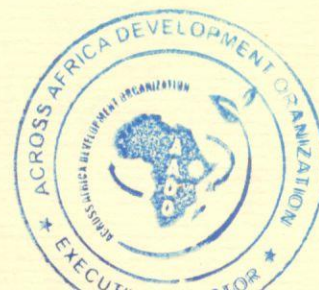
Minimum Education Level:

Bachelor's degree

Posting Restrictions:

National/International posting (non-family based if international).

Proven Experience:



- Minimum of 5-7 years of experience in gender and protection programming, including profound knowledge of sexual reproductive health (SRH), early child marriage (ECM), women's voice and/or economic empowerment
- At least 3 years' experience of working in an advisory, technical coordination position
- Proven experience in promoting practical and impactful social and gender justice initiatives, and community-based protection initiatives able to demonstrate change
- Proven skills in partnership building, influencing and negotiation with a range of actors, including local NGOs, governments, UN agencies, academic institutions, networks, national/local NGOs and community groups
- Strong understanding of the South Sudan political, legal, and social systems as related to gender and (refugee, return and host community) protection
- Experience and involvement in humanitarian response work, preferably in a humanitarian gender and protection role in conflict or insecure environments
- Understanding of gender and protection integrated programming Have extensive experience in working in partnership with INGOs.
- Experience in grant management especially EU and DANIDA funding projects.



AADO is an equal opportunity employer and gives consideration for employment to qualified applicants without regard to race, gender, colour, religion, and sex.

How to Apply

Interested applicants who meet the minimum requirements should address their applications and CVs to Human Resource Manager or send via e-mail address on aadossd.hr.recruitment@gmail.com and our head office is based in Juba in Tongping behind Shebelle petrol station off Munuki- Bill-pam road-former IGAD office.

Please DO NOT SUBMIT copies of transcripts or recommendation letters with the application. You will provide them upon request otherwise your application will be rejected. Only shortlisted applicants will be contacted

PLEASE MAKE SURE YOU STATE THE POSITION YOU ARE APPLYING FOR AS SUBJECT OF YOUR EMAIL ensuring that the job title is clearly stated in the cover letter.

All applications deadline is COB 26th October, 2021.

FEMALE CANDIDATES ARE HIGHLY ENCOURAGED TO APPLY.

NB:

Due to urgent of this position we will keep on reviewing the application as the come and the interview may be done before the date line.

