



Vacancy Announcement

Job Title: Gender Equity and Social Inclusion Officer (GESI)
Band /Level/ Grade: 8B
Department: Health
Location: Maluakon (Aweil East)
Overtime Eligible: Exempt
(per local law)



BACKGROUND:

- The International Rescue Committee (IRC) responds to the world's worst humanitarian crises and helps people to survive and rebuild their lives. Founded in 1933 at the request of Albert Einstein, the IRC offers lifesaving care and life-changing assistance to refugees forced to flee from war or disaster. At work today in over 40 countries and 22 U.S. cities, we restore safety, dignity and hope to millions who are uprooted and struggling to endure. The IRC leads the way from harm to home. IRC has operated in South Sudan for over 30 years now delivering humanitarian relief, post-conflict assistance, and development programs in both refugees, internally displaced and host community settings. IRC operates in 9 field offices including in Juba with program portfolio covering health, nutrition, child protection, economic recovery and development (ERD)/livelihoods, women's protection and empowerment and general protection. IRC continues to provide life-saving assistance and humanitarian aid to vulnerable South Sudanese, trying to rebuild their lives and restore peace. The IRC's new strategy in South Sudan will prioritize improving health, safety, and economic well-being, targeting women, children, and other vulnerable groups.

Position Summary:

- Under the supervision of the Lot manager, the GESI Officer will be responsible for providing oversight, guidance, and coordination of the Health Pooled Fund GESI activities in Lot 17. S/She will lead specific activities across all the supported HPF facilities to integrate gender equality and social inclusion throughout both at service delivery points and in communities – focusing on institutional change and whole community transformation.

Major Responsibility

- Coordinate GESI related capacity building initiatives as per need and demands of HPF project, program team members and different stakeholders for integrating gender equality and social inclusion programmatically and institutionally.
- Facilitate regular community consultations, group meetings, events, roundtable discussions and training sessions at to ensure programming remains gender sensitive and inclusivity are on-track.
- Develop and deliver series of on-going key trainings on GESI to the facilities staff/ field team including stakeholders either through continuous learning process or utilizing platforms during ongoing events.
- Support in developing and delivering series of key trainings on GESI, based on the different gender and power inclusion/exclusion dynamics of each program areas and deliver it to the project beneficiaries.
- Support Reproductive Health Officer to advance family planning/childbirth spacing campaign to maximize utilization of family planning commodities including women's right to family planning.
- Support field program team members to maximize program participation and increase empowerment opportunities for marginalized groups including the Women.
- Ensure that activity design maximizes participant engagement from the beginning of the program while managing and mitigating risks of cultural disrespect and gender-based violence.
- Establish current awareness on the importance of GESI programming among target participant groups including village leaders, government officials of municipality, and rural municipality levels including implementing partner organizations' members.
- Support PHC supervisor to identify and gather social change stories from the field and produce as GESI learning documents.
- Ensure every health service point has provision to support patients with special needs.
- Ensure health facilities have ramps to support individuals with disabilities or movement challenges.

PREFERRED SKILLS/QUALIFICATIONS: -

- Diploma in midwifery, Registered midwife, Social Workers, Gender studies, with extensive in community interventions.
- At least 2 years prior experience project implementation with National or International Organization
- Fluency in writing and oral communication.
- Strong public speaking skills.
- Strong skill on training design and facilitation
- Proficiency with Microsoft Office.

Functional skills and knowledge:

- Ability to work under pressure, long work hours and high workload.
- Excellent communication skills-verbal and written ones. Communication in English is a key requirement. Knowledge of Dinka language is an advantage.
- Self-motivated, honest, highly responsible, and punctual.
- Strong character traits, including emotional stability, adaptability, ability to handle gender sensitivity
- Ability to work as part of a team as well as to work autonomously when required
- Ability to constructively address gaps and weaknesses.
- Self-motivated, creative, open-minded, flexible and manage personal stress

HR & Logistics & Finance

- Adherence to IRC South Sudan Country Program.
- **Reports to:** Lot Manager

Monitoring & Reporting

- Prepare and submit report on the accomplishment of work as requested and incorporate manager feedback.
- Complete any other duties as required by supervisor/management.
- IRC's finance, logistics, IT, security, communications and human resource/administration policies and procedures.
- Any new procedures and guidelines designated in circulars from the Country Director or other members of the IRC senior management team.

Fluency in oral and written English language is required

Working Environment: 100% deploy in Malualkon

Policy compliance – Mandatory Reporting Policy (MRP):

- Ensure any violations of the IRC Sexual Abuse and Exploitation Code of Conduct are reported to the Country Director. The reporting of violations is an obligation on the part of all staff members.
- Assist where necessary in undertaking activities that aim to prevent the occurrence of sexual abuse and exploitation of beneficiaries by IRC and other humanitarian workers
- Play a key role in planning and rolling out training of and adherence to MRP in coordination with the MRP focal team/person within the country program.

Standards of Professional Conduct:

- The IRC and IRC workers must adhere to the values and principles outlined in IRC Way - Standards for Professional Conduct. These are Integrity, Service, and Accountability. In accordance with these values, the IRC operates and enforces policies on Beneficiary Protection from Exploitation and Abuse, Child Safeguarding, Anti Workplace Harassment, Fiscal Integrity, and Anti-Retaliation.

Gender Equality:

- IRC is committed to narrowing the gender gap in leadership positions. We offer benefits that provide an enabling environment for women to participate in our workforce including parental leave, gender-sensitive security protocols and other supportive benefits and allowances.

Equal Opportunity Employer:

- IRC is an Equal Opportunity Employer. IRC considers all applicants based on merit without regard to race, sex, color, national origin, religion, sexual orientation, age, marital status, veteran status, disability or any other.

How to apply:

Interested Candidates should submit a CV with three (3) references with a copy of their National ID through Email to SS-HR@Rescue.org Not later than 20th August 2021.

NOTE: this position is for south Sudanese national and Only shortlisted Candidate will be contacted and attach photocopies only while original will be asked at the interview panel.

CLEARLY LABEL YOUR ENVELOP/SUBJECT INDICATING THE POSITION YOU ARE APPLYING FOR.

FEMALE APPLICANTS ARE HIGHLY ENCOURAGED TO APPLY



Approved for
Office Aweil

