



Plan International
South Sudan
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PLAN INTERNATIONAL SOUTH SUDAN JOB ADVERT

Plan is an International Child Centred 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.

Working in 50 developing countries across Africa, Asia and the Americas, Plan has 'One Goal, whose aim is to reach as many children as possible, particularly those who are excluded or marginalized, with high quality programs that deliver long-lasting benefits by increasing its income, working in partnership with others and operating effectively.

Plan recognizes that the geographical context and recent history have left the communities of South Sudan highly vulnerable to emergencies from political and inter-ethnic conflicts, influx of returnees, food insecurity, long dry spells and floods. Cognizant of the need Plan is implementing emergency and recovery response in six states of South Sudan, namely Central Equatorial, Eastern Equatorial, Western Equatorial, Lakes, Upper Nile and Jonglei. Program includes food assistance, agricultural rehabilitation, Food Security and Livelihood, Education in Emergencies and Child Protection in Emergencies.

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

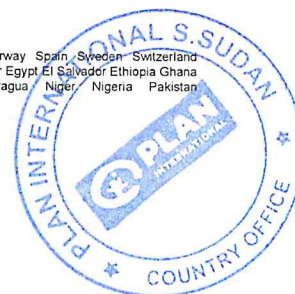
POSITION 1; No. of Vacancies Four (4)

Job Title	:	Case Worker (4 positions)
Grade	:	C1
Tenure	:	6 months
Department	:	Program
Reports to	:	Case Management Supervisor
Location	:	YEI, CENTRAL EQUATORIA STATE

I. Job Summary

The purpose of this role is to Identify and document children with critical protection concerns and needs (for example; child neglect, Unaccompanied and Separated Children (UASC). The post holder will also contribute towards the capacity building of CFS facilitators and volunteers Document the separated and unaccompanied children according to the case management forms and in line with Plan International Safeguarding children and young people policy.

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
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Key End Results and typical Responsibilities:

- Identify and document children with critical protection concerns and needs (for example; child neglect, Unaccompanied and Separated Children (UASC).
- Document the separated and unaccompanied children according to the case management forms and in line with Plan International Safeguarding children and young people policy.
- Conduct community awareness on identification of children with critical protection concerns.
- Conduct community consultation to determine the most appropriate alternative or temporary care arrangements for unaccompanied children.
- Facilitate safe and confidential referrals to the competent service providers or agencies, follow up and document referred cases.
- Build key relationships with community structures and other service providers
- Sensitize community focal points on CP case identification and safe referrals including UASC and GBV.
- Ensure that urgent and challenging cases are immediately discussed with direct supervisors.
- Conduct follow-up visits on temporary care arrangements of cases.
- Where possible, actively conduct tracing of families in collaboration with the community members and local authorities, and in coordination with other relevant humanitarian actors.
- Conduct follow up visits of children reunified with their relatives.
- Report any violation of Plan International's Safeguarding children and young people Policy.
- Work with cultural sensitivity and respect the dignity of vulnerable children and families and members of the host communities at all times.
- Conduct focus group discussions with beneficiaries (parents and children) on the delivery of activities. Registers information collected through appropriate reporting tools and report this information to CP officer/ Case management officer.

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:

Complexity of problems handled & the degree of investigation, analysis, & creative thinking required to solve them

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- Facilitating cordial relationships with and among various stakeholders from a variety of backgrounds.
- Patience in dealing with difficult children
- Handling conflicting priorities and ad-hoc requests from various stakeholders in the best interest of the organisation.
- 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.
- Ensuring active and full participation all stakeholders.

Communications and Working Relationships:

Working contacts inside and outside the organization; include the purpose and level (high, medium, low) of the contact

Internal:

- Project Manager
- Case management officer
- CFS volunteers
- CPiE Specialist
- Gender and GBV Manager
- PIAM
- Visiting National Offices and Donors staff
- Other Plan staff

External:

- International/national and state institutions, agencies, clusters and donors
- Children and their families
- Parents and other members of the communities
- Local authorities
- Other partners

Knowledge and Skills Required to Achieve Role's Objectives:

Gained through education, training, & experience

Knowledge

- Diploma/certificate in Social works and Social administration, Psychology, Development studies, Community development, Education etc.
- Completed Secondary Education with more than **3- 5 years** of experience in case management experience in working with children and community mobilization with a humanitarian organisation.
- Good technical understanding of child protection and community based approaches.
- Experience in identification and documentation of cases.
- Awareness of child protection issues in South Sudan.
- Fluent in English (both oral and written). Working knowledge of local Arabic and/or other local languages will be an added advantage.

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Skills;

- Coordination and leadership skills.
- Excellent analytical, conceptual and strategic thinking 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 organization 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 maximize 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

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 required to travel to the field very frequent

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Level of Contact with Children:

High contact: Frequent direct interaction with children and their families



Application Submission Details.

All Applications marked on the right hand corner of the envelope “**Applications for the Position of “Case Worker - YEI”**” should be addressed to:

**HR & OD Business Partner
Plan International South Sudan
HAI Jerusalem, Juba**

NOTE: All applications must be hand delivered to Plan South Sudan YEI Field office and applicants are required to clearly indicate the Position Applied for on the envelop.

The closing date for receipt of applications is before close of business on **2nd August, 2021**

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

Applications once submitted are not returnable. Only short listed applicants will be contacted.

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