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on Notice Board.  
Re-advertisement

**tearfund**

**Job Advertisement**

**POSITION:** Gender & Protection Officers

**LOCATION:** Kajo-Keji

**STARTING DATE:** ASAP

Tearfund is a Christian international relief and development agency working globally to end poverty and injustice, and to restore dignity and hope in some of the world's poorest communities.

Our vision is to see all people freed from poverty, living transformed lives and reaching their God –given potential by:

- Envisioning churches to embrace their calling to address poverty and injustice
- Developing communities and building resilience, sustainably and holistically
- Changing unjust policies and practices to deliver justice for poor communities
- Enabling communities affected by disaster and conflict to recover quickly and be better equipped to face future hazards.

We are committed to developing experts who are inspired, resourceful, courageous, compassionate and equipped. If you are interested in working with us, take time to look around our website and discover more about our unique organisation.

Tearfund South Sudan Programme is looking for a suitable South Sudanese candidate to fill in the position of **Gender & protection Officer** to be based in **Kajo-Keji**.

**1. JOB OVERVIEW**

The post holder is responsible for integrating gender transformative approaches and mainstreaming protection concerns into all phases of project activities. The post holder will support the implementation of community mobilization, support project team members in ensuring sex, age, disaggregated data (SADD) in project activities and support protection issues and concerns in field activities. The role requires strong facilitation skills along with the ability to communicate and analyze complex information to partner organizations, staff and community.

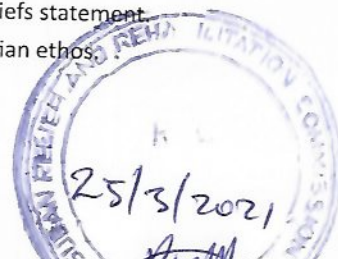
**2. POSITION IN THE ORGANIZATION**

- Grade: B1
- Reports to Livelihood and Resilience Project Manager with a dotted reporting line liaises closely with the Gender and Protection Advisor for Tearfund South Sudan Program
- Work with Tearfund staff and partners to monitor the quality and status of the implementation of integrated programme wide objectives articulated in the project proposal.

**3. ORGANIZATIONAL REQUIREMENTS**

The post-holder will, at all times, carry out their responsibilities with the utmost respect for the protection of children in accordance with Tearfund's Child Protection Policy.

- The post-holder will be required to actively participate in the spiritual life of Tearfund in the following ways:
- To model Godly leadership in all aspects of character and conduct.
- To lead or contribute in Christian worship, prayer, teaching and biblical reflections during collective staff prayer times and encourage staff to attend as is appropriate.
- To be committed to and share in the outworking of Tearfund's Mission, Purpose, Values and Beliefs statement.
- To actively work and live in accordance with Tearfund's Statement of Faith and Tearfund's Christian ethos.



- To pursue and maintain a Christian faith through ongoing personal spiritual development and a relationship with God.
- To provide support and spiritual encouragement to staff and colleagues, in line with biblical principles

The post-holder will be expected to behave in accordance with Tearfund's 'Code of Conduct' as referred to in the Personal Conduct Policy.

#### • KEY RESPONSIBILITIES

#### 4.1 Program Support

- To assist in piloting 'Transformative Masculinities' for the promotion of Gender Equality and Gender Justice to the required quality standards.
- To integrate gender and mainstream protection components in the field across different programme areas and interventions.
- To ensure that target populations with protection concerns are identified, access services and receive support, through appropriate referral mechanisms and that protection issues are addressed regularly and on time.
- To work closely with Gender Champions and other community groups and to ensure adaptation of Gender Transformative Approaches and appropriate risk mitigation mechanisms are in place.
- Spearhead the safety audits in order to ensure the safety and protection of project participants including protection of women and girls from SGBV and sexual exploitation and abuse.
- Support program teams in tracking and reporting on project activities.

#### 4.2 Capacity Building

- To facilitate the effectiveness of community dialogues, and active participation and engagement at the community level.
- To facilitate group and community dialogue sessions for gender champions, training sessions for community leaders, VSLA groups, food distribution committees and peer learning and sharing events.
- Dissemination of information and awareness creation of SGBV/PSEA issues and referral services

#### 4.3 Monitoring and Reporting

- Maintain effective and efficient oversight, quality control of reporting processes by overseeing and monitoring field activities for the smooth and timely implementation of planned activities.
- Ensure sex, age, disaggregated data in monitoring and tracking of gender outputs.
- Document case studies, success stories, and Most Significant Change Stories on women empowerment.
- Consistently and proactively assess protection concerns and promptly report concerns.
- Provide inputs into and consolidate weekly, monthly and quarterly progress reports on project activities.

#### 4.2 CORPORATE POLICY AND COMPLIANCE

- Promote and adhere to Tearfund's Purpose, Basis of Faith, Core Values and Operating Principles.
- Works within Tearfund's requirements and policy.

#### 4.3 EXTERNAL REPRESENTATION

- Attend relevant inter-agency coordination and cluster meetings as required.
- Represent Tearfund in external related forums where relevant.

## PART 2 – PERSON SPECIFICATION

JOB TITLE: Gender and Protection Officer



PERSON SPECIFICATION

	ESSENTIAL	DESIRABLE
QUALIFICATIONS	1. Bachelor's Degree or equivalent qualification in Gender Studies, Economics, Humanitarian and development studies, Social Work or other relevant course	<ul style="list-style-type: none"> <li>Masters Degree degree or equivalent</li> </ul>
EXPERIENCE	<ul style="list-style-type: none"> <li>NGO field experience in a similar position: programme support,</li> <li>Proven experience in implementing SGBV and Protection in humanitarian context.</li> <li>Experience working with GBV survivors and integration of Gender-Sensitive Approaches.</li> <li>Delivering capacity building, support and advice to others</li> <li>Experience in documentation of success stories and case studies in an appropriate and timely manner.</li> </ul>	<ul style="list-style-type: none"> <li>Proven experience working in insecure and remote environments.</li> <li>Project implementation experience.</li> <li>Knowledge of Sphere/GBV Methodologies and Tools.</li> <li>Working in insecure environments.</li> </ul>
SKILLS/ABILITIES	<ul style="list-style-type: none"> <li>Excellent English language, written and verbal communication skills</li> <li>Excellent organisational and administrative capacity</li> <li>Excellent community mobilization skills.</li> <li>Advanced Microsoft Word, Excel, PowerPoint</li> <li>Problem solving skills</li> <li>Ability to learn quickly</li> <li>Strong interpersonal and team skills</li> </ul>	<ul style="list-style-type: none"> <li>Demonstrates knowledge and skills in gender and protection mainstreaming.</li> <li>Demonstrates safeguarding and informs transparent decision making.</li> </ul>
PERSONAL QUALITIES	<ul style="list-style-type: none"> <li>Committed Christian</li> <li>Emotionally and spiritually mature.</li> <li>Team player</li> <li>Understanding and sensitivity to cross-cultural issues.</li> <li>Flexible and adaptable to ever changing environments. Ability to remain calm under pressure.</li> <li>Diplomatic and respectful</li> <li>Willingness to travel and live in basic conditions.</li> <li>An understanding of and a commitment to Tearfund's Mission, Values and Beliefs Statement.</li> </ul>	

**How to Apply:**

If you believe you are the candidate we are looking for, please submit your CV and cover letter **only in English** as well as Tearfund application form- which can be collected from the HR Department at Tearfund office, Located in Leikor Boma, Kangpo I Payma detailing your experience for the post and include your daytime telephone contact. Applications online can be submitted to [southsudan-recruitment@tearfund.org](mailto:southsudan-recruitment@tearfund.org) The subject matter of your email should be the title of the job you are applying for.

Closing date for receiving applications is **9th April 2021 at 5:00pm.**

**NB:**

- Female candidates are strongly encouraged to apply
- Applicants must have extensive Experience of working with GBV survivors and integration of Gender-Sensitive Approaches as per donor requirement.



- Hard copy applications will not be accepted in the Juba office. All hard copy applications should be delivered to the tearfund office in Kajo Keji.
- Only short-listed applicants will be contacted for interviews
- Applications once received are not returnable
- Contract period for this position will be one year and can be extended subject to available programme funding.

