

**TERMS OF REFERENCE**

**Position:** Protection Outreach Workers  
**No of Positions:** 1  
**Position grade:** Intermediate  
**Duty station:** Renk, Joda, Transit Center, River Port  
**Application start:** 18 June 2024  
**Application end:** 5<sup>th</sup> July 2024  
**Contract start:** ASAP  
**Length of the contract:** 3 months

**OVERVIEW OF CTG GLOBAL**

CTG support and manage humanitarian projects in fragile and conflict-affected countries around the world. With past performance in 15 countries – from the Middle East, Africa, Europe, Asia and Central and South America – we offer a holistic fabric of project management, implementation, and support. Skilled in emergency response to crises such as the Ebola outbreak in West Africa, we can act quickly (crisis response teams can be on the ground in 24 hours) and to establish structured operations in high-risk environments. CTG recruit and manage qualified, skilled teams with extensive experience operating in challenging conditions.

**OVERVIEW OF THE POSITION**

The Protection Outreach workers are required to support persons displaced from Sudan through various protection mainstreaming and protection related activities, including but not limited to vulnerability screening, protection outreach and awareness raising, monitoring and risk mitigation activities.

The Protection outreach workers will work under the direct supervision of IOM Protection focal point at Renk field office and under the overall supervision of the Program Coordinator (Protection, Gender Equality, and Inclusion) based in Juba. The incumbent will undertake the tasks outlined below:

While IOM's Sudan crisis response is centered on support to South Sudanese returnees, IOM support the response assisting and/or referring any vulnerable person affected by the Sudan crisis, including returnees, Third Country Nationals (TCN), and refugees.

**GENERAL FUNCTIONS**

- To receive, provide psychological first aid, assist obtain informed consent and make safe referrals of persons in need from Sudan, facilitating access to available services, like medical care, nutrition, shelter, and onward transportation.
- To organize various awareness raising sessions on available services, safety and security, Protection from Sexual Exploitation and Abuse (PSEA), etc.
- To conduct rapid vulnerability screening, family profiling, and facilitate access to transportation assistance.
- To support individuals and families by referring persons at-risk or extremely vulnerable in need of immediate assistance to IOM protection staff and support the conduct of individual protection assessment and provision of individual protection assistance (IPA) (cash for protection or in-kind support).



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 ASAP Lead  
 14/6/2024

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- To monitor activities with the support of IOM protection staff at Renk Transit Centre, Joda point of entry, River Port, or other location.
  - To share outcomes of the community meetings, household visits and other meetings with IOM protection staff supervisors
  - To provide information to the community on planning and interventions of the IOM activities at Renk Transit Centre, Joda point of entry, River Port, or other location.
  - To ensure inclusion and participation of all community members particularly persons with disabilities during protection mainstreaming activities with other IOM units.
  - To have a non-discriminatory attitude with new arrivals (returnees, refugees and TCN) and the surrounding community, treat everyone equal, and mitigate risks in line with the do no harm principle.
  - To follow-up on the developed action plans and IPA support provided
  - To maintain high command of confidentiality at all stages of her/his work as an Community Outreach Worker
  - Perform such other duties as may be assigned.

### Coordination & Networking

- Strengthen and maintain networks with other service providers to ensure that extremely vulnerable persons displaced due to Sudan's crisis (women and girls) receive compassionate support from the community and to encourage greater communication, collaboration, and coordination among partners (protection, health, legal, and psychosocial sectors).
- Strengthen and maintain networks with community leaders/local authorities, women leaders, service providers to ensure that women and girls safely access services.

### Staff Code of Conduct

- The staff assumes the duty of humanitarian care and ethical conduct that goes with the responsibilities. By signing a code of conduct, the staff thereby signals responsibilities to uphold its standards of behaviour accordingly.
- Maintain all Protection and GBV guiding principles and survivor centered approach.
- A staff must adhere to the guiding principles of Protection from Sexual Exploitation and Abuse and ensure all survivors as further protected from harm.
- Be friendly and welcoming.
- Be careful in the words and actions you choose.
- Help create welcoming, inclusive, safe space for people from diverse against others because of their identity (race, gender, sexuality, age, class background. Ability, religion and more)
- Have fun and be creative.
- Protect the integrity of the organization.
- Staff must protect Assets of WGFS, and items should be given to the right beneficiaries.

### REQUIREMENTS

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1. **Education:** Certificate or Diploma in Social Work, Women's Studies, Counseling, Development Studies, Gender, or completion of secondary school with 2 years of experience in working with Protection /GBV programming.
2. **Experience:**



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- Experience in implementing Protection/GBV activities including support to vulnerable persons in the crisis/displaced environment.
  - Proficiency of English and Arabic is required. Ability to speak other local languages is an added advantage.
  - Command of using smart phone for data collection is an added advantage.
3. **Additional Requirements:**
- Excellent interpersonal communication skills and outgoing personality
  - Ability to maintain and respect the confidentiality.
  - Respect the code of conduct and policies of IOM.
  - Promotes and encourages a culture of compliance and ethics
  - Demonstrated commitment to gender equality and ending marginalization of women and girls
4. **Languages:**
- Proficiency of English and Arabic is required. Ability to speak other local languages is an added advantage.

**Qualified female candidates are encouraged to apply for this role.**

To apply for this role please deliver your CV, Cover letter and copies of your academic documents, most preferably by email to the address: [southsudan@ctg.org](mailto:southsudan@ctg.org)

Please make sure the **subject of your email states "Protection Outreach Worker- Renk"**, or your application might be overlooked.

#### **IMPORTANT REQUEST**

- Kindly avoid naming your CV as *CV, Updated CV*, or by Job title or organization name
- For hard copy deliveries kindly include position applied for on the envelope.

