



Project Manager ( Access to justice and Rule of Law –Justice and Security)	
Location:	Juba
Application Dateline:	Application are reviewed on an ongoing basis
Languages Required:	English Arabic
Opening Date:	29 <sup>th</sup> March, 2021
Closed Date:	21 <sup>st</sup> April, 2021
Starting Date( date when the selected candidate is expected to start	1 <sup>st</sup> May,2021
Duration of Initial Contract:	

## Background

Insecurity, the circulation of weapons as well as the weakness of justice and security institutions are a major obstacle to the consolidation of peace and sustainable development in South Sudan. This has particularly affected the already striving to cope with cyclical shocks, epidemics, high food insecurity and multi-layered conflicts as well as rural communities where returnees, IDP's and refugees compete over resources in communities.

The conflicts and underinvestment in the judicial sector have resulted in the absence of a functioning formal system in most part of the country, especially in Jonglei State. Few courts are functioning and the capacity of the judiciary is still very low, hence prosecutions for criminal offences are low and impunity is rampant. Legal pluralism (formal, customary, religious), different levels of jurisdictions and lack of clarity of how customary/traditional mechanisms relate to the formal system further complicate the situation. In the absence of courts at the state and at county level, local courts/representative of traditional court have been appointed to help law enforcement maintain law and orders. The legal literacy of these government/community officials is limited and this means that cases are often not adjudicated according to the formal law, but based on customary practices which risk exacerbating unequal treatment of vulnerable groups and further weakens the formal law and thus the state. Hence due to these challenges, and because of geographical and financial challenges, access to justice services for most South Sudanese is seriously impeded.





**CRADA has been awarded a grant by UNDP** focusing on access to justice for vulnerable people, rights awareness of the population, implementing legal aid and legal assistance and representation, support to jurisdictions, reinforcement of justice actors' capacities, in Pibor.

**Objectives and Main activities:** The overall objective of this project is to enhance the provision of access to justice, establishment of functional criminal justice systems, increasing security in communities and promoting protection of human rights for all citizens, including:

- a) Provision of basic legal information and pro bono legal services to beneficiaries;
- b) Training of community members and awareness raising in a substantive manner relating to: human rights, women's rights, SGBV issues, and constitutional/legal issues;
- c) Carrying out community awareness on access to justice and rule of law issues;
- d) Provision of psychosocial support to persons in detention and victims of SGBV;
- e) Promotion and capacity building related to alternative dispute resolution services such as mediation and reconciliation;

Gender issues will increasingly be mainstreamed in the new programming phase, while providing special attention to women victims of sexual violence. In addition, CRADA will support activities related to the monitoring of judicial system in order to identify the main issues to focus on and to create a baseline study and tool of indicators for the next interventions in the sector of justice and Rule of Law in Jonglei State.

#### **Duties and Responsibilities**

**The access to justice and Rule of Law Project Manager will :**

- Manage and supervise the implementation of CRADA project **"provision of legal aid including legal representation, legal awareness and legal advice and psychosocial support to vulnerable groups including women, girls, SGBV survivors, elderly and returnees in Pibor"**, including planning and conceptualizing the activities of the current existing written project;
- Advise CRADA country office on strategies and responses in the rule of law context, oversee rule of law and SSR programming, and develop and implement a rule of law/SSR programming approach with increased coordination towards other implementers, and in particular the UNDP;
- Supervise the staff, manage the resources and develop appropriate linkages with other actors involved in supporting access to justice and judicial reform across the GPAA and Jonglei;
- In particular provide direction and supervision of national Rule of Law Officers in the field. She/he is responsible for the delivery of project activities in her/his assigned geographic area;
- Ensure the integration of cross-cutting issues, such as gender and SGBV, peace building, and human rights into justice and security project design, monitoring and evaluation;





- Ensure regular monitoring and evaluation, including but not limited to, regular field visits;
- Prepares the project quarter and Annual Work Plan for approval of the Project Board in alignment with internal, national and regional priorities and contributes to periodic reports and the preparation of other project documentation as required;
- Liaise with other implementing partners on a regular basis and provide technical guidance as needed;
- Organize regular meetings with counterparts to ensure timely and effective program delivery;
- Assist the CRADA country team in the development, negotiation and implementation of any additional initiatives elaborated in Rule of Law area of intervention, including mobilization strategies;
- Supports knowledge building and the dissemination of lessons learned in the area of access to justice and judicial reform;
- Provide recommendations on SSR-related issues and strategy;
- Promote justice and rule of law results, ensuring appropriate levels of visibility and public awareness on results and ongoing activities;
- Provide policy advice to CRADA Senior Management, government counterparts, donors and other partners on issues related to rule of law (RoL) and Security Sector Reform (SSR);
- Ensures overall accountability of the use of project funds as well as the strict and consistent application of CRADA rules and regulations in all project operations;
- Provides leadership in overseeing the effective provision of services to counterparts including fair and transparent procurement, efficient logistics and sound financial management;
- Ensures the integrity of financial systems and directly oversees the administrative, financial and budgetary aspects of the project;
- Liaises with field staff, reviews project requests for direct payment, monitors payment requests from the field and ensure timely and regular payments of monies. Ensures the empowerment of field officers on professional matters;
- Ensures the planning and supervises regular risk analysis and monitoring activities and ensures the maintenance of the Project Risk Log and Issues Log, and;
- Undertake any other activities as designated by the Programme Director as needed.

#### Competencies

##### Corporate Competencies :

- Demonstrates integrity by modelling the CRADA's values and ethical standards;
- Promotes the vision, mission, and strategic goals of CRADA;
- Displays cultural, gender, religion, race, nationality and age sensitivity and adaptability;
- Treats all people fairly without favoritism.





### **Functional Competencies :**

- Very good knowledge of the region, including the political environment and legal statutes as they pertain to human rights;
- Ability to work and act under pressure in a politically and psychologically difficult environment, with a minimum of comfort and in dangerous security conditions;
- Sound political judgment, impartiality, diplomacy and discretion;
- Proven ability to provide effective leadership and transfer advice and knowledge staff at all levels and from different national and cultural backgrounds;
- Proven effective supervisory skills; ability to mentor staff and provide guidance and support;
- Proven ability to establish priorities and to plan, organize, coordinate and monitor own work plan and provide advice and guidance to others; in-depth understanding of division's strategic direction; resourcefulness, sound judgment and decision-making skills;
- Demonstrated sound judgment in resolving issues/problems; ability to proactively seek and recommend sound policy initiatives;
- Ability to actively seek to improve programmes/services, offer new and different options to solve problems/meet client needs;
- Excellent and effective communication (verbal and written) skills, including ability to prepare reports and conduct presentations by clearly formulating positions on issues, articulating options concisely conveying maximum necessary information, making and defending recommendations; diplomacy and tact; ability to convey difficult issues and positions to senior officials;
- Excellent interpersonal skills; ability to establish and maintain effective working relations with people in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity;
- Effective negotiating skills and ability to work with others to reach mutually benefiting and lasting understandings.

### **Required Skills and Experience**

#### **Education :**

- Advanced University degree (Master's Degree or equivalent) security studies or law, preferably with specialization in human rights or criminal law.

#### **Experience :**

- At least 5 years' work experience dealing with issues in conflict and post-conflict countries and substantial direct experience on access to justice, judicial reform and/or strengthening of the rule of law;





- Proven experience in project management and very good knowledge of the project management tools;
- Detailed knowledge of development process and post-conflict related issues, particularly in the reactivation and development of accountable rule of law institutions in a post-conflict environment;
- Professional experiences in most of these areas: justice sector reform, access to justice, gender justice, capacity building, security sector reform and related issues;
- Experience in security sector governance, institutional development and oversight;
- Experience in ensuring gender-sensitive security sector reform;
- Experience in working with UNDP and other donors funding projects/programmes;
- Experience in national security consultations, sector wide coordination and strategic planning, including through linking SSR to related practice areas such as wider rule of law engagement;
- Proven experience in transition and development coordination and resource mobilization;

#### Language requirements :

- Fluency in spoken and written Arabic and English;
- Knowledge of Arabic would be a strong advantage.

#### Terms and Conditions

The successful candidate will be contracted for a period of 6 months, with the possibility of extension, depending on satisfactory performance and continued funding availability.

#### HOW TO APPLY

All interested applicants are encouraged to apply via CRADA Human Resource email [hr.crada@gmail.com](mailto:hr.crada@gmail.com), or by hand delivery to CRADA offices in Tongping by filling in CRADA

Personal History form ( PHF) resume and cover letter.

CRADA is an Equal Opportunity Employer and values diversity in all areas of its operations. We welcome and encourage diverse applications. Female applications are encouraged to apply

