



Plan International South Sudan  
www.plan-international.org  
Tel: +211 922 555 049  
Hai Cinema  
P.O. Box 182  
Juba



## PLAN INTERNATIONAL SOUTH SUDAN JOB ADVERTISEMENT

Plan International is an independent development and humanitarian organization that advances children's rights and equality for girls. We drive changes in practice and policy at local, national and global levels using our reach, experience and knowledge. For over 80 years we have been building powerful partnerships for children and girls, and we are active in over 80 countries. Plan International has been working in South Sudan since 2009 and in close collaboration with the key stakeholders at all levels to bring positive and sustainable changes in the lives of children and girls of South Sudan. **In order to enhance its response program, Plan South Sudan is seeking to recruit a qualified South Sudanese for the position of "Youth Engagement Specialist – Based in Juba".**

**No. of Vacancies – One (1) Position**

<b>Job Title:</b>	<b>Youth Engagement Specialist</b>
<b>Grade:</b>	16
<b>Tenure</b>	11Months (With Possibility of Extension)
<b>Department</b>	Programs
<b>Reports to</b>	<b>Advisor, Gender and Protection</b>
<b>Location</b>	<b>Country Office, Juba</b>

### Purpose of the Role:

Plan International is an independent development and humanitarian organisation that advances children's rights and equality for girls. We actively unite children, communities and other people who share our mission to make positive lasting changes in children's and young people's lives. We support children to gain the skills, knowledge and confidence they need to claim their rights to a fulfilling life, today and in the future. We place a specific focus on girls and women, who are most often left behind. We have been building powerful partnerships for children for more than 75 years, and are now active in more than 70 countries.

This role exists to contribute to Plan International's global areas of distinctiveness 'LEAD' and Youth Leadership and participation, where youth are empowered and are active drivers of change across the economic, social, and civic life of their communities. The position will lead the development and quality delivery of impactful Youth leadership programme and strengthening of youth collective action, including our work to increase resourcing for youth leadership and participation programme. The role provides expertise and thought leadership for the country programme team at all levels to design, implement and document develop quality and innovative Youth engagement approaches.

The post holder will lead Plan International South Sudan in the area of youth engagement and leadership, making the organization youth-centered throughout the strategic period. The roles will include collaborating with youth-led organizations, capacity building, and fostering youth leadership to promote

"Plan International Strives for a just World that advances children's rights and equality for girls in line with Plan's safeguarding Children and Young People Policy Commitment"





rights awareness and social accountability, amplifying youth voices in media and policy advocacy, with a strong focus on education, ending child marriage, and peace ambassadorship.

### **Key End Results and typical Responsibilities:**

#### **Technical Support**

- Provide leadership, strategic direction & oversight on youth leadership and participation strategies in Plan International South Sudan by:
- Roll out of Youth Advisory Panel (YAP) and its functions/ engagement areas in the Organization
- Capacity building to YAP members on leadership and other areas identified.
- Provide technical leadership to Programme team on approaches for partnering with youth led organizations and youth networks/ groups
- Lead the development of youth leadership program for piloting
- Support YAP members and Youth led Organizations/ groups to actively engage in community and national civic engagement activities to enhance youth participation and decision making
- Build strong partnership with Ministry of Youth and Sports and provide capacity building and mentorship on priority areas identified in the MoU
- Provide technical leadership in the creation and contextualization of Youth leadership technical documents, including training manuals, guidelines on youth participation, partnership with youth organization guidelines in line with Plan International strategies and national guidelines
- Provide technical expertise and inputs on youth leadership and innovation in different project proposals, research and evaluation studies and case studies
- Analyze national legal frameworks and the challenges and gaps facing Youths for evidence youth advocacy plans

#### **Quality Programme Implementation**

- Mapping and identifying youth-led organizations to engage/ collaborate with Plan International programmes
- Develop youth engagement plans, including guidelines and standards of youth participation to ensure quality implementation of projects that achieve the country strategy objective
- Train TOT and organize rollout for both program implementation team and partners on Young Citizen Score Card approach
- Coordinate with Youth Advisory members and manage the youth participation in projects at field level according to action plans, quality standards, allocated budget, and timelines
- Develop youth engagement and youth-led campaigning plans in collaboration with YAP members.

#### **Resource Mobilization**

- Lead proposal development in close coordination with the Business Development Team to secure new grants and meet the country strategy fundraising targets for Youth Leadership programme



Plan International Strives for a just World that advances children's rights and equality for girls in line with Plan's safeguarding Children and Young People Policy Commitment

- Ensure effective linkage and relationship established and maintained with National Youth Networks, line Ministry, Plan International Youth technical groups, National Offices and Donors

### Capacity Building

- Ensure common understanding and vision about YAP engagement and Youth leadership programme by all staff
- Provide coaching and mentoring support to YAP Members to ensure effective participation to bring youth voices in Plan International programmes
- Extend technical support to partners to improve youth led programming
- Work in coordination with Gender and Protection advisor to ensure strong gender, protection and inclusion is embedded in Youth engagement activities

### Learning, Coordination, and Networking

- Facilitate the creation and implementation of learning and knowledge management to support youth movement
- Represent Plan international in youth networks, inter-agency networks and build strategic relationships with government ministries, UN agencies, and non-government institutions at national and sub-national levels.
- Manage and cultivate partnerships and Plan's profile with youth-led organisations and associations, through collaborations and joint initiatives, to influence decision-makers into advancing youth participation agenda
- Participate in Plan International Youth networks and identify areas opportunities for youth partnership, resources for youth programmes and share youth engagement work for Plan International South Sudan visibility.

### Dealing with Problems/Risks (10%):

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

- Address complex issues through thorough investigation, analysis, and innovative solutions.
- Navigate internal and external communications within diverse cultural contexts.
- Effectively manage crisis communications.
- Analyze documents and situations to provide informed policy and advocacy guidance.
- Dedicate time to understanding and responding to local contexts.
- Demonstrate intercultural competence in all communications.
- Represent Plan International as a brand ambassador in South Sudan.
- Commit to extended hours when necessary to meet project timelines.



"Plan International Strives for a just World that advances children's rights and equality for girls in line with Plan's safeguarding Children and Young People Policy Commitment"





### Safeguarding and GEI Commitments: (5%)

- 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.

### Leadership And Business Management Competencies

#### Leadership Competencies

- Align work priorities and resource deployment in own area with Plan International's wider goals and longer-term direction.
- Lead through influence rather than position, and role model PI values, accelerating gender equality inside and outside Plan International and addressing resistance. Self-aware and keen to learn, seeking feedback and creates a safe environment for others to challenge self or raise concerns.
- Achieve desired outcomes and finds innovative solutions by using the expertise and creativity of others and adopting a coaching approach with the people they manage or advice.
- Take complex decisions, weighing up the available information and assessing opportunities and risks.
- Delegate tasks and decisions, trusting and stretching others but ensuring they have the resources and support they need.
- Create space for reflection and uses external evidence and internal evaluation to identify what and how we need to improve and then to support others through change.
- Build positive relationships outside their own work area, being willing to compromise own preferences to achieve our broader purpose and longer-term impact

#### Business Management Competencies

- Understand relevant sectorial context including how the sector operates in terms of funding and governance and awareness of Plan's purpose, values, and global strategy
- Manage legal and reputational risk including risk assessment, communication, risk management and reporting in full compliance with risk-related standards, including in areas such as Child and

"Plan International Strives for a just World that advances children's rights and equality for girls in line with Plan's safeguarding Children and Young People Policy Commitment"



Youth Safeguarding and Protection, Gender equality and inclusion, Counter Fraud, Safety and Security

- Manage activities and resources including skills in strategic thinking, planning and organising, financial planning and monitoring, negotiation and programme and project management
- Manage people and information including skills in assessment and coaching, evidence-based management, communication skills, both speaking and writing, and digital working, including personal digital skills

### Communications and Working Relationships:

#### Internal;

- Project Managers, and Thematic leads for program design, integration and technical inputs, setting standards etc.
- Programme Implementation Area Managers for Programme implementation and youth engagement Coordination support
- Director of Programme Strategy for support in strategies and strategic engagement
- Head of Business Development for their functional support in programming and resource mobilization
- Partnership Advisor, for support partnership process with Youth-led Organizations
- Gender and protection advisor for capacity-building support to facilitate gender transformative programming and inclusion
- Head of Communication and Influencing: for capacity building on Communication and influencing, leadership in advocacy and influencing and support communication materials
- MERL for integration of LEAD strategies in MERL frameworks
- Youth Economic Empowerment, Education and Health technical thematic leads for integration of Youth leadership strategies in thematic programmes
- Other staff, including members of the Country Management Team and the Country Director
- LEAD & Skill Opportunities for Youth Employment and Entrepreneurship-SOYEE Networks across the organization

#### External:

- Youth-led organizations, Youth Networks/ groups
- Other INGOs and networks
- Government relevant ministries, specific Ministry of Youth and Sports
- Plan International MEESA
- Plan International Global Hub
- Plan International National Officers
- UN and donor representatives



"Plan International Strives for a just World that advances children's rights and equality for girls in line with Plan's safeguarding Children and Young People Policy Commitment"





## Knowledge, Skills and Behaviours Required to Achieve Role's Objectives:

### Knowledge

- **Master's degree** preferably in social science, Sociology, Development Studies, Gender and Development, protection or other relevant field from a recognized University
- At least 4 years' experience in the field of youth participation, youth governance and empowerment programmes.
- Knowledge and practical experience of engaging and partnering with youth movements, youth organizing and influencing
- Experience in rights-based programme development and management of girl's empowerment, protection, gender and inclusion, advocacy/influencing and youth empowerment is mandatory
- Experience in influencing and partnership-building, and externally representing organizations
- Experience in working/ build relationship with Government Ministries in South Sudan
- Understanding of programming that transforms gender and power relations

### Skills

- Sound conceptual and strategic thinking
- Strong desire and ability to communicate and work with youth ages 15 – 24 from different socioeconomic and gender diverse communities
- Strong interpersonal skills with the ability to communicate effectively with Young people
- Flexibility and ability to multi-task under pressure
- Negotiation at different levels and effective interpersonal skills, including the ability to build relationships with colleagues with diverse experiences
- Fluency in written and spoken English is required
- Excellent written and oral communication skills, including presentation and public speaking
- Solid experiences in resource mobilization with a variety of donors
- Ability to work well in frequently changing contexts
- Strong analytical and problem-solving skills
- Leadership analysis/coaching skills
- Strong team building and motivational skills
- Ability to have authentic and courageous conversations with young people about their lived experiences, their goals, and their current choices

## 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.

"Plan International Strives for a just World that advances children's rights and equality for girls in line with Plan's safeguarding Children and Young People Policy Commitment"



- 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 be required to travel to the field very frequent

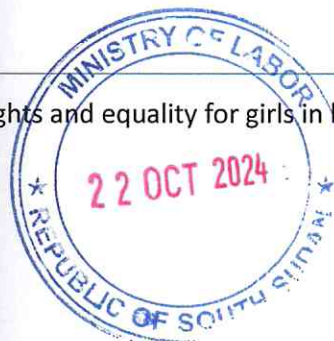
### **Level of Contact with Children:**

- level of Contact with Children: Medium frequency of interaction

### **Inclusion and Diversity.**

Plan International is an equal opportunity employer within the meaning of the relevant UN convention, Equality, diversity and inclusion is at the very heart of everything that Plan International stands for. Qualified Women and people with special needs are strongly encouraged to apply.

"Plan International Strives for a just World that advances children's rights and equality for girls in line with Plan's safeguarding Children and Young People Policy Commitment"





## **Employment of Relatives:**

Plan International South Sudan is an equal opportunity employer. however, it discourages employment of relatives of staff members because of the conflict of interest associated with it. While trying to avoid such cases, applicants are required to declare in writing if they have any relatives working with Plan International South Sudan.

## **Application Submission Guideline:**

All applications marked on the right-hand corner of the envelope “**Application for the Position of “Youth Engagement Specialist – Based in Juba”**” should be addressed to:

**The Head of People and Culture  
Plan International South Sudan  
Juba, Hai Jerusalem.**

All Applications letters in hard copies should be hand delivered to plan international Office in Juba only. Or you can send your application documents via this email: [hr.SS@plan-international.org](mailto:hr.SS@plan-international.org)

**Deadline: Friday, 8<sup>th</sup> November 2024 at 5:00PM**

**Note: Applications submitted are non-returnable.**

*Plan is an equal opportunity employer within the meaning of the relevant UN convention, Equality, diversity and inclusion is at the very heart of everything that Plan International stands for.*

***Qualified Women and People with special Needs are strongly encouraged to apply.***



---

“Plan International Strives for a just World that advances children’s rights and equality for girls in line with Plan’s safeguarding Children and Young People Policy Commitment”