

Career Opportunity at the Organization for Children Harmony (TOCH) South Sudan.

JOB ADVERTISEMENT.

TOCH Background:

The Organisation for Children Harmony (TOCH) was founded in 2008 when a group of concerned youths came together to discuss the rise of communal violence and subsequent insecurity issues affecting children, youths and women. Since its formation; TOCH works with communities through community participation and human rights based approach and its mission statement is “**empowering grassroots communities to protect rights of children, mitigate and resolve conflict in a peaceful and sustainable manner**”

TOCH is legally registered by the government of South Sudan as a National Non-Governmental Organization (NGO) in 2011 by the Ministry of Legal Affairs and Constitutional Development (No.1115) and with South Sudan Relief and Rehabilitation Commission (SSRRC) (No.1086).

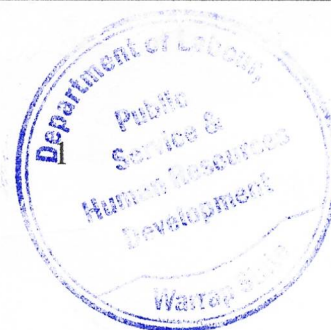
TOCH Works along the thematic areas of protection (child protection, GBV and general protection), community security & Peace building, Food Security, livelihoods and livestock, Education and live skills in four states of South Sudan

Title:	GBV Senior Social worker
Number of position	(1)
Reporting to:	Protection Project Manager
Location:	Gogrial West & East
Date 29th/08/2023	CONTRACT LENGTH: (12) Months.

TOCH is looking for a suitable candidate to fill in the position of GBV Senior Social Worker to enhance GBV survivors’ recovery process and promote their empowerment during GBV intervention in Gogrial East and West of Warrap State respectively

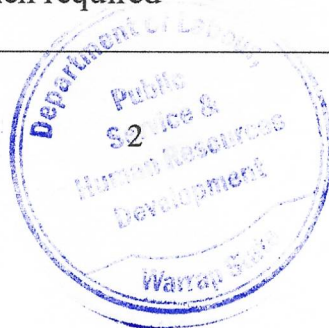
Job Purpose:

The GBV Senior Social Worker’s goal is to enhance GBV survivors’ recovery process and promote their empowerment. The incumbent will ensure that professional and confidential services provided to survivors of GBV are dignified and survivor-centred. The GBV Case worker will be responsible for facilitation of case management service provision for gender-based violence survivors and other coordination in the state.



Roles and Responsibilities:

- Ensure provision of quality, standard and timely GBV case management services to survivors including assessing and supporting to address their immediate protection needs, psychosocial recovery and justice options and developing individual service plans;
- Compile required documentation, reports and conduct data entry in a timely manner. Ensure that client information is documented and accurate filling of intake and consent forms and ensure confidential and safe storage according to data protection protocols;
- Ensure that GBV case management and counselling services are inclusive for marginalized groups, and promote women's meaningful participation and empowerment.
- Ensure that a critical case management support for gravely affected and traumatized women and girls is rendered in a dignified manner
- The incumbent shall ensure all case management activities and coordination in the state are attended to and recorded
- He/ she shall ensure and prioritize internal capacity building in the organisation and the case management team in the areas of the project.
- Liaise and coordinate with other GBV partner agencies to ensure safe referral for other GBV Services by the team and identify any gaps in the provision of services and the referral mechanism according to GBV guiding principles.
- Provide individual counselling and supervise group psychosocial support sessions in coordination with the GBV Caseworkers at the women and girl's friendly space based on standards and technical guidance from the GBV case manager/ Project Manager.
- Supervise and mentor the caseworkers on case management and recreational activities, skills building sessions and life skills sessions that are consistent and in-line with the agreed topics.
- Provide case follow-up and ensure any complex cases or high-risk clients are identified and solutions found with the Protection Project Manager, where necessary holding case conferences with relevant service providers as required.
- Report regularly with the GBV case Manager to ensure that services are being delivered effectively, in a timely manner.
- Identify gaps in referral services and report these gaps to the Protection Manager for action.
- Ensure that all activities at the WGFS support community ownership, women and girl's empowerment, are age-appropriate and inclusive for marginalized groups.
- Coordinate, document and compile the data and reports as required by the donor
- Perform any other tasks when required



Desired Skills and abilities

Decision making and problem solving – Is ready and able to take the initiative, originate action and be responsible for the consequences of the decision made. Able to identify causes of problem and suggest ways of problem-solving

Planning – Ability to think ahead in order to establish an efficient and appropriate course of action for self and others. Prioritises and plans activities taking into account all the relevant issues and factors such as deadlines, reporting, staffing and resources requirements

Influencing and Persuading – Ability to present sound and well-reasoned arguments to convince others. Can draw from a range of strategies to persuade people in a way that results in agreement or behaviour change.

Communication – The ability to get one's message understood clearly by adopting a range of styles, tools and techniques appropriate to the audience and the nature of the information.

Managing relationships – Able to build and maintain effective working relationships with a range of people especially community mobilisation volunteers, local leaders and communities

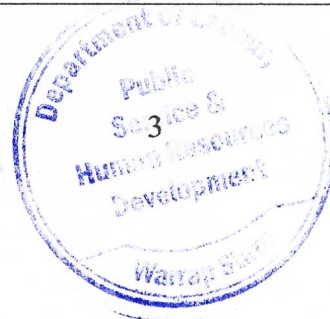
Ability to work in a team and possess computer Skills – Able to use computer programs for work related effectively.

Ability to Adhere to Child Safeguarding

- Behave towards children in a way which reflects the Code of Conduct and Safeguarding Policy.
- Ensure that programs are designed through a child safeguarding lens to prevent any harm by program activities and/or abuse from staff/representatives (including volunteers).

QUALIFICATIONS AND EXPERIENCE /Job Requirements Job Requirements:

- Must have at least a degree in social works, community psychology, development studies or related field from a recognize institution or a diploma with at least (02-year work experience as a Social worker in a GBV project with NGO
- Strong communication skills and willingness to learn with flexibility to work in any environment and condition
- Knowledge on the project area and local context





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- Experience in working closely with community members throughout a program cycle, M & E and program accountability principles
- Knowledge of, respect and empathy for the communities we are working with
- Commitment to championing community and partner points of view
- Good interpersonal and influencing skills Proficiency in English, Arabic and local language is a plus
- Non-discriminatory and readiness to involve men, women, girls and boys from diverse backgrounds, particularly the most marginalized segments of the community
- Very good listening and facilitation skills – capable of managing and facilitating group discussions with program participants, local officials, partners and all levels of staff
- Ability to mobilize people – to develop and maintain relationships with staff and communities to ensure their participation in TOCH ways of working

Additional job responsibilities

The duties and responsibilities as set out above are not exhaustive and the role holder may be required to carry out additional duties within reasonableness of their level of skills and experience.

Equal Opportunities

The role holder is required to carry out the duties in accordance with the TOCH Equal Opportunities and Diversity policies and procedures.

Child Protection Policy:

We need to keep children safe so our selection process, which includes rigorous background checks, reflects our commitment to the protection of children from abuse.

How to apply: -

Interested candidates (**South Sudanese National**) who meet the above criteria should submit their applications, cover letter and updated CV with at least three referees with their working telephones and email contacts.

Address your application to the human resource Officer TOCH South Sudan and drop them to Twic, Tonj North or Kuajok TOCH fields Offices.

Closing date for receiving application is Tuesday- 5th -September 2023 at 5:00 PM

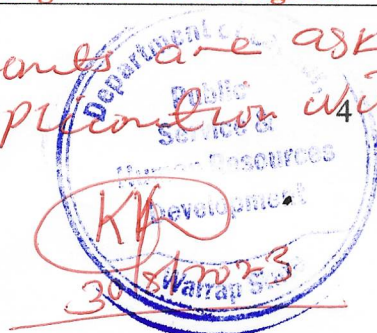
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Female candidates are highly encouraged to apply!!

Disclaimer:

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All applicants are asked to attach their APPLICATION with Labour Card

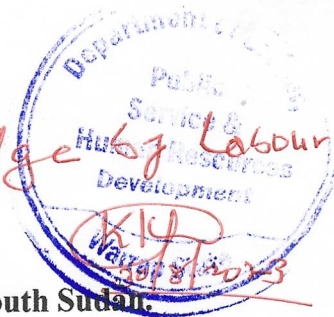




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*AK Knowledge
Department*



Career Opportunity at the Organization for Children Harmony (TOCH) in South Sudan.

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Our vision: TOCH is committed to work toward a just and peaceful society which respect the rights of children, with a guiding vision: Envisioning just, prosperous and peaceful communities.

Background of TOCH: it was in response to the many challenges facing children among others, in South Sudan that the organization for children Harmony (TOCH) was formed in 2008. The organization for children Harmony (TOCH) is a south Sudan National child focused Non – government organization (NGOs) and registered with Ministry of Justice with registration Number (1115) and all certificates of Operations are in place, TOCH was founded with a purpose of creating a child friendly environment amidst the challenges of the world including civil wars where the most affected are the children and women. This makes us front line children protectors hence development of this policy through which we show our commitment to the cause we stand for. TOCH serve all people, regardless of gender, religions, race, ethnicity all employment in is conditioned up successful completion of all applicable background check, including criminal records check where possible. TOCH south Sudan is now seeking for qualified and dynamic individuals who are willing to share in our vision and promise to children, to join us in the following roles,

Job Title:	Child Protection Caseworkers (5)
Reporting to:	Child Protection Senior Social Worker
Location:	Twic- Warrap State
Availability:	ASAP
Dateline:	Tuesday-5th-September, 2023

Purpose of the position: Child protection Caseworker will be responsible for providing psychosocial services, CP case management and facilitation of recreational activities in Child-Friendly Spaces. The incumbents will ensure the key child protection principles including best interest of the child, confidentiality, do no harm and child participation are adhered to. The Caseworkers will work closely with children involved in worst form of child labor, at-risk and in conflict with the law by providing case management services.

Roles and responsibilities





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- Maintain standards of professional conduct in all actions while offering case management services to children at high risk do not put children at risks of further harm
- Conduct initial assessments for CP cases and prioritize them according to the risk level
- Develop case plans with the child and family that respond to needs identified in assessments and seek support of supervision when necessary. Ensure that direct services as well as timely referrals to existing or external services and support (medical, legal, MHPSS, Safety etc.) are part of the case plan
- Identify, document, trace and reunify unaccompanied and separated children in line with FTR SOPs
- Regularly follow up to ensure all service and action points listed in the case plan are carried out within agreed time frames in light of risk level. Ensure process is regularly reviewed
- With the assistance of Child Protection Senior Social worker, organize and support children and families through home visits, providing guidance, advice and emotional support, mediation and referrals.
- Oversee child friendly spaces, activities at schools, youth centres, nutrition sites, integration activities etc.
- Work with Child Protection team and partners, to arrange case conferences and mediation for complex cases for a multi-disciplinary support
- supervise community child protection workers, volunteers to identify and support vulnerable and at-risk children, children in contact or in conflict with the law
- Manage cases in line with SOPs and justice for children principles; adhere to standard documentation process and guidance on workflow
- Regularly document cases using agreed inter-agency forms, update databases and ensure that data collection and storage practices respect data protection protocols and information sharing protocol
- He /she be an advocate for children, ensuring children needs are at the core of services provision by supporting the child resilience and conduct social resource mapping with children
- Provide direct support to vulnerable children and those in conflict with the law in the case management and other services not limited to counselling and psychosocial support activities to the children in Child friendly spaces and in the communities
- Ensure data collection and storage is done in a confidential manner
- Identify cases of children out school and at risk of exploitation, coming into contact and or in conflict with the law
- Identify and handle all FTR cases and links survivors through referral path way to other services providers
- Monitor, guide, advises and support children and caregivers throughout the identification and case management process





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- Provide training, coaching and mentoring of PSS facilitators and safe referral for available cases management services and to ensure that children at risk are safeguarded from all forms of violence, and or harms
- Ethical, independent and responsible by ensuring case action plans and relevant administrative forms that facilitate accountability & planning are updated on a daily and weekly basis
- Participate actively in weekly case management team meeting remaining open to feedback and self-reflection
- Demonstrate qualities including honesty, kindness, professionalism, non- discrimination and a commitment to work well with a team

Qualifications: -

1. Diploma in Social Work or Certificate of secondary education with two (2) years' experience as a child protection caseworker is relevant or a degree in social sciences or psychology is an added advantage.
2. Commitment to serve children, be flexible to survivors, staunch advocate of child protection and child rights, do no harm and best interest principles
3. Minimum of two years' experience of implementing child protection programs
4. Computer knowledge including office and excel
5. Fluency in written and spoken English, Arabic speaking

How to apply: -

Interested candidates (**South Sudanese National**) who meet the above criteria should submit their applications, cover letter and updated CV with at least three referees with their working telephones and email contacts.

Address your application to the human resource Officer TOCH South Sudan and drop them to Twic, Tonj North or Kuajok TOCH fields Offices.

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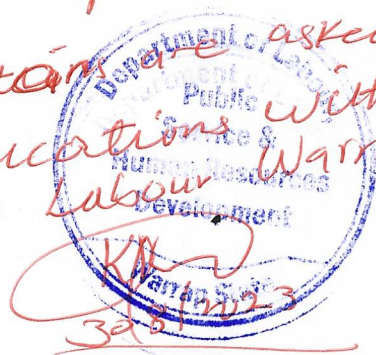
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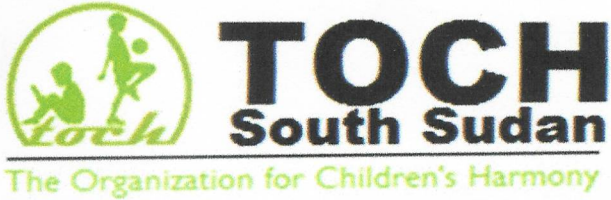
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*Acknowledge by labour department
All applications are asked to attach
their applications with Labour
Card from Labour Warrap state*





Acknowledged by Department of Labour Warrap State - Kuasok
KH 30/9/2023

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Background of TOCH: it was in response to the many challenges facing children among others, in South Sudan that the organization for children Harmony (TOCH) was formed in 2008. The organization for children Harmony (TOCH) is a south Sudan National child focused Non – government organization (NGOs) and registered with Ministry of Justice with registration Number (1115) and all certificates of Operations are in place, TOCH was founded with a purpose of creating a child friendly environment amidst the challenges of the world including civil wars where the most affected are the children and women. This makes us front line children protectors hence development of this policy through which we show our commitment to the cause we stand for. TOCH serve all people, regardless of gender, religions, race, ethnicity all employment in is conditioned up successful completion of all applicable background check, including criminal records check where possible. TOCH south Sudan is now seeking for qualified and dynamic individuals who are willing to share in our vision and promise to children, to join us in the following roles,

Job Title:	Child Protection Senior Social worker (2)
Reporting to:	Protection Project Manager
Location:	Twic- Warrap State
Availability:	ASAP
Dateline:	Tuesday-5th-September, 2023

Purpose of the position: Child protection Senior Social worker will be responsible for all project and case plans, management and implementation, supervision and EORE and recreational activities in Child-Friendly Spaces with the caseworkers. The incumbents will ensure the key child protection principles including best interest of the child, confidentiality, do no harm and child participation are adhered to. The he/she will work closely with the caseworkers and children involved in worst form of child labor, at-risk and in conflict with the law by providing





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case management services and coordinating other preventive and response activities and interventions like case conference, mediation and diversion plans.

Roles and responsibilities

- The senior Social worker will provide all critical case management support for gravely affected and traumatized children.
- The incumbent will be in-charge of all case management plans, team and implementation while ensuring supervision of the cases and the caseworkers at the sites of the project implementation
- The Senior Social Worker will ensure that internal capacity building in the organization and the team is key and a priority.
- Maintain highest standards of professional conduct and ensure actions while offering case management services to children at high risk; by ensuring that the acts do not put children at risks of further harm
- Oversee the initial assessments for CP cases as prioritized according to the risk level, the case plans with the child and family by the case worker on needs and responses per the identification in the assessments.
- Support and ensure a coordinated supervision is necessary and realized and to ensure that direct services as well as timely referrals to existing or external services and support (medical, legal, MHPSS, Safety etc.) are part of the case plan
- Coordinate identified and documented cases that require tracing and reunification of unaccompanied and separated children in line with FTR SOPs as well as children in conflict with the law
- Represents TOCH in coordination meetings and joint assessments or studies being undertaken with the prior approval and communication from the protection and or Head of Programs.
- Regular follow up to ensure all service and action points listed in the case plan are carried out within agreed time frames in light of risk and ensure that the said process is regularly reviewed
- Organize the required trainings for Justice for Children actors with the assistance of the Head of Programs and the Protection Project Manager in the field
- Plans and share the monthly activities budget for timely implementation of the activities with the Protection Project Manager and the Head of Programs
- Plan and carry out all EORE & MRE activities in the required places in the project locations
- Oversee child friendly spaces activities conducted at the centers and schools, youth centres, nutrition sites and other integrated activities etc.





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- Support and coordinate any case conference and mediation for complex cases for effective coordination and support
- Oversee all the case Management activities in line with SOPs and justice for children principles; adhere to standard documentation process and guidance on workflow
- Regular monitoring of the case management, and documentation using agreed inter-agency forms, update databases and ensure that data collection and storage practices respect data protection protocols and information sharing protocol
- Provide direct support to vulnerable children and those in conflict with the law in the case management and other services not limited to counselling and psychosocial support activities in Child friendly spaces (CFSs) and in the communities
- Support and coordinate all the interventions needed for the identified cases of children out school and at risk of exploitation of coming into contact and or in conflict with the law
- Monitor, guide, advises and support caseworkers to handle cases of children and caregivers throughout the identification and case management process
- Provide training, coaching and mentorship to the caseworkers at the project locations for safe referral for available cases management services and to ensure that children at risk are safeguarded from all forms of violence, and or harms
- Participate actively in weekly case management team meeting remaining and open up for identified gaps and suggested mitigations with the team
- Act as a focal person at the project locations and from whom all the required reports and project related information can be obtained in a formal and quality format.
- Demonstrate qualities including honesty, kindness, professionalism, non- discrimination and a commitment to work well with a team

Qualifications: -

1. Bachelor Degree in Social Work or a diploma with two (2) years' experience as a Social Worker caseworker is preferred and an added advantage.
2. Commitment to serve children, be flexible to survivors, staunch advocate of child protection and child rights, do no harm and best interest principles
3. Minimum of two years' experience of implementing child protection programs
4. Computer knowledge including office and excel
5. Fluency in written and spoken English, Arabic and the local languages widely spoken

How to apply: -

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KJA
30/8/2023



ACK
Department of Labour
Public Service & Human Resources Development
WARRAP STATE - KUNJOK
30/8/2023

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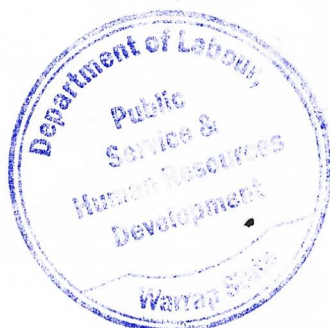
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Job Title:	Positions: GBV Caseworkers (12)
Reporting to:	Gender Based-Violence Senior Social Worker
Location:	Gogrial East & West - Warrap State.
Availability:	ASAP
Dateline:	Tuesday-5th -September, 2023

Purpose of the position: The GBV Caseworker will be responsible for all GBV Case Management activities and related service provision, the case worker will support the successful implementation of all prevention, response and psychosocial activities, and will be responsible for the provision of quality psychosocial first Aid, case management including direct counseling to GBV survivors. In collaboration with the senior GBV Social worker, the GBV caseworker will support in the provision of training and supervising PSS facilitators to respond to cases of GBV for their effective coordination, response and management.





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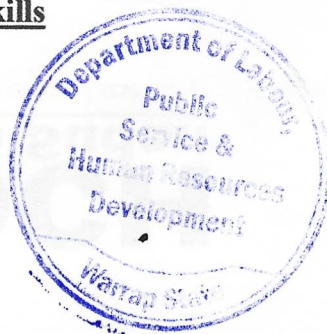
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Roles and responsibilities

- The GBV Caseworker will be responsible for all GBV Case Management response and other related activities
- The case worker GBV will support the successful implementation of all responses, psychosocial activities, and the provision of quality psychosocial first Aid, case management but not limited to direct counseling to GBV survivors.
- In collaboration with GBV Senior Social Worker, the GBV caseworker will support in the provision of training and supervision of the PSS facilitators to respond to cases of GBV and ensure effective management.
- Supervise and provide training, mentorship and other technical support to PSS facilitators that are directly involved in community engagements and psychosocial support to identified cases
- Provide leadership and guidance regarding psychosocial activities to all the PSS facilitators and to ensure all programme activities meet basic best practice and standards
- Monitor and supervise case management, including capacity building through training and on-the-job coaching of PSS facilitators on the topics not limited to active listening and effective communication, action and safety planning, GBV Guiding principles, GBV basic concepts, and other related topics
- Provide professional and confidential services to survivors of GBV in a Survivor-centered case management approach
- Document client information through accurate filling of in-take forms and ensure ethics, safety and confidentiality are ensured and adhered to at all cost.
- Participate in the interpretation of the analyzed data on trends and work with the GBV Senior Social Worker to disseminate information to all relevant stakeholders.
- Participate in the development of case management and monitoring systems and help to ensure that the PSS Facilitators utilize these systems correctly and consistently.
- Participate in preparation of all relevant reports regarding the psychosocial support activities
- Strengthen and maintain networks with community leaders and service providers to ensure that survivors receive compassionate support from the community and to encourage greater communication, collaboration and coordination among partners
- Monitor daily and weekly community outreach plan with the PSS facilitators/Community workers
- Use Gender Based Violence Information Management System (GBVIMs+) and other GBV inter-agency forms.

Education, Experience and Skills





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- Diploma in Social Work, Gender or any relevant fields is preferred
- Previous work experience on GBV such as Case Management, Psychosocial Support
- Excellent in communicating with survivors of GBV and the family members in a safe and ethical way
- Fluency in written and spoken English, a spoken and written Arabic is an added advantage
- Minimum of two (2) years of experience in implementing GBV programs
- Computer knowledge including office and excel
- Knowledge of local languages and a good understanding of community context and traditional networks
- Good knowledge of Gender Based Violence Information Management System (GBVIMS+)

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