

4 April 2023



Approved: *Hijir*
4/4/2023

Save the Children

Job Advertisement

Save the Children is an international non-governmental organization that works for the future of children, their families, and communities to realize social equity and dignity; have access to their basic physical, emotional, and developmental needs.

SCI is seeking to recruit: -

Job Title: Gender and Inclusion Officer (1 Post)

Location: Magwi

Reports to:

Staff reporting to this post:

Contract Period: 3 Years

ROLE PURPOSE:

To deliver timely, effective and, accountable supply chain support to Save the Children field teams in is designated area by coordinating effective fleet management, asset management, and supply management, and overseeing the movement of goods and personnel. The Area Supply Chain Coordinator will be responsible for supporting area Supply Chain Officers in in area in executing end-to-end procurement and sourcing process in an effective and transparent process including upskilling them and technically advising the Area Manager and Program Managers on all supply related matters.

KEY AREAS OF ACCOUNTABILITY:

- Work closely with the education coordinator to ensure the establishment and/or rigorous implementation of gender and disability-responsive Organizational Practices and Procedures including ensuring they promote, protect and ensure a non-discriminatory, empowering, inclusive, diverse and safe work environment for all, which has zero tolerance and effective redress for any practices in the workplace which may counter this culture.
- Coordinate with other agencies (including INGOs, NNGOs, UN, and other relevant authorities) relating to gender and disability issues at school level and community
- Represent Save the Children at gender and disability coordination meetings
- Work closely with the education coordinator to adopt gender and disability mainstreaming approaches into all components and ensure gender and disability responsive approaches within EON's operations, planning, monitoring and evaluation procedures, including but not limited to the monitoring requirements of Inter-Agency Standing Committee (IASC) Gender with Age Marker (GAM).
- Document successes in programme implementation, specifically on the Consortium approach, for sharing with donors, Save the Children members, and Consortium Senior Management.
- Travel to project sites and regularly monitor projects with the project team to ensure the set quality is met. She/he will ensure all implementations are in line with Gender-responsive strategies and approaches incorporated which not only go beyond only addressing the



differentiated challenges that girls, boys and youth face in accessing and benefiting from education, but also address aspects of the root causes of gender-based discrimination holding girls, boys and youth back.

Information, Analysis and Program support:

- Support the collection and analysis of sex- and age- disaggregated data (quantitative, qualitative and anecdotal) as well as streamline the needs assessment, collection and analysis so that it can be more effective in meeting beneficiary needs.
- Support strengthened gender-, age- and disabilities-disaggregated data and gender and diversity analysis on trends around children's education in South Sudan at both national sub-levels.
- In collaboration with the consortium partners, conduct gender and disability analysis in the program locations and utilize recommendations to inform program implementation.
- Facilitate and support the integration of gender and disability perspectives (such as the framework and checklists in the IASC Gender and GBV Handbooks) in the programming across the different stages of the project cycle (implementation, monitoring, evaluation and reporting).
- Review project plans and budgets with support from the Education Coordinator (or provide written guidelines for such a review) to ensure that adequate attention is given (and resources allocated) to the promotion of gender equality and disability across implementation, monitoring and reporting.
- Work closely with the education coordinator to develop a Gender and disability action plan (GDAP) on how to implement the gender analysis recommendations and Capacity-building:
- Training staff on Gender equality and Protection from sexual exploitation and abuse (PSEA).
- Provide training/orientation on promoting gender equality and disability and the use of IASC Gender, disability and GBV handbooks and checklists in all focus areas. The capacity building could include training, mentoring and one-on-one support.
- Assisting in providing and creating/adapting gender equality and disability tools for the collection and analysis of sex, age and disability disaggregated data in the area of Education.

Proposed Outputs:

- Be available on call/team if any urgent matters arise that a staff would like to share regarding GBV Mitigation and prevention
- Debrief to line manager/ technical supervisor on overall status of the implementation progress
- Bi -monthly progress reports to the line manager to highlight needs and gaps.
- Development of peer/reflective practises with teams
- Review of current gender and disability practices, reflecting on practices sectoral approach, with clear recommendations and a related action plan, including capacity development (clearly budgeted, mapped out in terms of timelines and reflecting resources required). Relevant guidance documents or training materials.



EXPERIENCE AND SKILLS

QUALIFICATIONS, EXPERIENCE, AND SKILLS

• Essential

- Degree in a relevant and related field such as education planning and management, gender and disability with additional training in project planning and management techniques
- SKILLS AND EXPERIENCE: Essential:
 - Proven experience combining formal expertise on gender and disability mainstreaming and gender equality with experience in applying these concretely to specific program sectors especially education, plans, policies and processes;
 - Knowledge of gender equality and disability training tools and methods and proven experience delivering training on gender-responsive programs;
 - Experience in the inclusion of protection measures against sexual and gender-based violence (SGBV), School-Related GBV (SRGBV), and cooperation with any work to end Harmful Traditional Practices.
 - Prior experience in addressing socio-cultural and gender norms and barriers to education and participation in decision-making and leadership of girls and boys and youth
 - At least 3 years of experience in Gender equality integrated in other sectors, preferably ECD, Education and/or Education in Emergencies programming.
 - Knowledge of current global and regional and national debates on gender equality and disability policies and models.
 - Good conceptual and theoretical understanding of the rights of persons with disabilities, CPRD and child rights and ability to provide operational and technical advice on disability mainstreaming into education programs
 - Experience with supporting mechanisms to prevent sexual exploitation and abuse (PSEA) in Humanitarian settings.
 - Proven experience in developing and managing high-quality, innovative and cost-effective gender equality programming in complex environments and with International NGOs, preferably working within a consortium or with implementing partners.
 - Proven experience and skills in gender analysis, gender audits, safety audits, gender-related research and advocacy and writing high-quality gender assessment reports.
 - Ability to extensively travel for project monitoring and provide on-site technical support to field teams.

Desirable

- Experience working in an NGO
- Experience in humanitarian emergencies

Female Candidates are encouraged to apply



The Organisation

We employ approximately 25,000 people across the globe and work on the ground in over 100 countries to help children affected by crises, or those that need better healthcare, education, and child protection. We also campaign and advocate at the highest levels to realize the right of children and to ensure their voices are heard.

We are working towards three breakthroughs in how the world treats children by 2030:

- No child dies from preventable causes before their 5th birthday
- All children learn from a quality basic education and,
- Violence against children is no longer tolerated

We know that great people make a great organization, and that our employees play a crucial role in helping us achieve our ambitions for children. We value our people and offer a meaningful and rewarding career, along with a collaborative and inclusive environment where ambition, creativity, and integrity are highly valued.

Application Information:

Please attach a copy of your CV and cover letter with your application, and include details of your current remuneration and salary expectations. A copy of the full role profile can be found at [SCI Career Site Careers \(oraclecloud.com\)](https://www.oraclecloud.com)

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.

All employees are expected to carry out their duties in accordance with our global anti-harassment policy.

In case you face any difficulty accessing the link, please come to Save the Children International head office in Juba Hai Malakal or SCI Field Offices for HR support

Deadline for submitting applications: 20th April, 2023.

Cc: MolJobadvert@gmail.com (National Ministry of labor email Address Juba)

