

Who we are?

The Danish Refugee Council (DRC) is a private, independent, humanitarian organization founded in 1956 currently working on all aspects of the refugee cause in more than twenty five countries throughout the world. The aim of DRC is to protect refugees and internally displaced persons (IDPs) against persecution and to promote durable solutions to the problems of forced migration, on the basis of humanitarian principles and human rights. DRC works in accordance with the UN Conventions on Refugees and the Code of Conduct for the ICRC and NGOs in Disaster Relief.

The protection and assistance to conflict affected population is provided within a long-term, regional and rights-based approach in order to constitute a coherent and effective response to the challenges posed by today's conflicts. Assistance consists of relief and other humanitarian aid, rehabilitation, support to return and repatriation as well as promotion of long-term solutions to displacement and its causes. In addition, support and capacity building of local and national authorities and NGOs form an integral part of DRC's work.

Country and Project Background:

The Danish Refugee Council/Danish Demining Group (DRC-DDG) has been working in Sudan since 2004 and was subsequently present in South Sudan when it gained independence in 2011. DRC-DDG South Sudan programme's current focus is on supporting forcibly displaced and conflict-affected people, including refugees, internally displaced persons (IDPs) and returnees, to access their rights in a safe and secure environment. Currently DRC-DDG is operational in grater Equatoria, Unity and Upper Nile States. Currently the South Sudan Programme works in 5 field locations, working in the sectors of Camp Coordination and Camp Management, Protection, Shelter/NFI, and Food Security and Livelihoods and Demining.

DRC-DDG Seeks to Recruit:-

Position Title:	Protection Team Leader (National Position)
Report to:	Programme Manager
Duty Station:	Aburoc
Contract Type	Fixed-term with possibility of extension depend on funding availability
Employment Start Date:	As soon as possible
Salary	According to DRC DDG Salary policy - non negotiable
Advertisement Closing Deadline	14 th October 2019

Purpose of the post

The Protection Team Leader position will ensure implementation of protection activities, including coordination activities, in Aburoc IDP and host community settlement Kodok and surrounding villages - Fashoda, Upper Nile State. The Protection Team leader will supervise a team of six protection staff, and oversee all protection activities implementation, support the Programme Manager in Aburoc/Kodok with reporting, act as focal point for the Protection Cluster in Aburoc/Kodok, strengthen the capacity of staff, and maintain strong relations with relevant stakeholders, among other tasks.

Responsibilities and Tasks:

- Supervise and support protection officer and assistants in the implementation of project activities.
- Act as Field Focal Point for the Protection Cluster, and actively coordinate with protection partners in Fashoda, as well as with the State-level protection cluster and the national protection cluster.
- Assist in the general protection strategy and implementation of Aburoc/Kodok programming.
- Implement general protection activities, in accordance with agreed strategy, operational plan, budgets, and DRC and

donor regulations; including protection monitoring, assessments, trainings as appropriate, identification and support to persons at risk of protection issues, protection case management, and other regular protection activities.

- Conduct protection assessments and protection analysis to identify protection concerns and respond to the protection risks identified accordingly.
- Contribute to the strategic direction of the DRC Protection department, in close collaboration with the DRC Protection Coordinator, and the Protection Manager based in Malakal, including initiating strategy planning at field level, and share protection updates and information with Malakal Protection Manager and DRC Protection Coordinator on regular basis.
- Prepare and submit monthly protection monitoring reports to Malakal Protection Manager.
- Prepare and follow weekly and monthly work plans.
- Train protection national staff on a regular basis, at least once a month, on protection principles, guidance, and protection activities, in close collaboration with the Protection Coordinator.
- Draft protection reports and analyses, in close collaboration with the Programme Manager, the Protection Manager in Malakal, the Protection Coordinator.
- Contribute to and support effective monitoring, evaluation, and learning processes and initiatives, and ensure effective data and information management and contribute to regular reporting on protection activities (weekly, monthly, quarterly, mid-year, and annual, as required).
- Manage protection database and train protection colleagues on the use of the database, and ensure referrals and protection cases are followed-up by protection staff.
- Ensure regular general monitoring visits to the affected community are conducted to identify protection concerns and persons with specific needs (PSNs).
- Prepare all necessary documentation for each activity (including weekly vehicle movement plans, order requests, payment requests, etc.) and for the reconciliation of the money spent during each activity.
- Create and follow weekly work plans to schedule the team's program activities.
- Liaise and build partnerships with community leaders, and other relevant actors to encourage participation in, support for and a better understanding of the program activities
- Ensure staff compliance with security management rules and procedures; for example, ensuring relevant documentation and procedures are understood and adhered to by staff.
- Prepare project procurement plans and raise materials/services requisitions and follow up with the respective support departments.
- Participate in relevant Aburoc/Kodok coordination meetings, and CCCM meetings.
- Liaise on a regular basis with Malakal and Juba Protection colleagues to flag issues and concerns, and provide protection updates.
- At the field Office level, the Protection Team Leader is the overall responsible for rigorous application of project cycle management standards to achieve protection program quality in design, implementation and monitoring; for example, strengthening data collection, in-depth reporting and analyses, monitoring accountability initiatives, and documenting the impact of DRC presence in the field.
- Ensure synergy between protection and other sectors in Aburoc/Kodok.
- Strengthen the protection team's capacity through daily supervision, mentoring, and training on identified topics/areas that require support.
- Any other tasks as required by the Programme manager

PERSON SPECIFICATION

Qualifications and Experience:

Essential:

Education: (include certificates, licenses etc.)

- A degree in political/social sciences, law, development studies, international development or equivalent degree qualifications;
- At least 2-years protection project management experience, including community-based training experience on human rights and/or protection, and protection monitoring/human rights experience;
- Proven technical knowledge of human rights, protection principles, project cycle management, SPHERE standards;
- Experience in budget management and project implementation;



- Understanding of and experience in engaging the cluster system in IDP sites;
- Ability for rapid analysis of very complex issues, strong decision-making, and translation of programmatic learning and priorities into operational strategies;
- Excellent interpersonal skills, cross-cultural communication;
- Good team leadership and conflict resolution skills, consensus team building, and adaptability;
- Experience delivering programs to tight deadlines;
- Good computer and IT skills and strong communication and writing skills;
- Fluency in written and spoken English language;
- Ability and willingness to work in remote and isolated location with limited access to services and changing security scenarios;

How to apply

Please send a covering letter outlining how your skills and experience meets the Person Specification along with your CV to Human Resources department through ssd-jobs@drc.ngo

OR

Submit your hard copy application to the Human Resource department to the attention of **Human Resource Manager DRC-DDG South Sudan at any office closest to you – Juba, Malakal, Maban, Ajuongthok, Bentiu or Aburoc**

Title of the position/vacancy number MUST be clearly mark in the application and on envelop.

Gender Equality: DRC is committed to achieving gender parity in staffing at all levels. In light of this, women candidates are particularly encouraged to apply to bridge the gender gap.

Equal Opportunities: DRC is an equal opportunity employer. We value diversity and we are committed to creating an inclusive environment based on mutual respect for all employees. We do not discriminate on the basis of age, sex, disability status, religion, ethnic origin, colour, race, marital status or other protected characteristics.

Further information

Please note, as **this** position is urgent, applicants may be shortlisted and interviewed prior to the closing date.

We appreciate your application however, only short listed candidates will be contacted for interview. If you have not been contacted within two weeks of the closing date we regret that your application has been unsuccessful. Please continue, however, to periodically review our website, South Sudan NGO Forum website <http://comms.southsudanngoforum.org/> for other suitable opportunities.

