



JOB ADVERTISEMENT

56-H-3
 Approved by
 Specialist of Labour
 25 JAN 2024
 REPUBLIC OF SOUTH SUDAN

Job Title:	Senior Safeguarding Officer (1 Position)
Location:	Juba
Reports to:	Programme Support Manager/Country Safeguarding Focal point Person
Posting Date	25 January 2024
Closing Date	13 February 2024

General Description of the Programme

Established in 1977, GOAL is an international humanitarian and development agency, with a team of 2,400 personnel, dedicated to alleviating the needs of the most vulnerable communities. Currently operating in 14 of the world's most vulnerable countries, GOAL delivers a wide range of humanitarian and development programmes, ranging from humanitarian relief in disaster situations, to focusing on nutrition, food security, and building greater resilience and sustainable livelihoods.

GOAL has been working in South Sudan since 1985 with a focus on Health, Nutrition, WASH, Food Security, and livelihood interventions, and is continually adapting and responding to the context to support the people in need. GOAL currently operates in Abyei Special Administrative Area, Kajo-Keji, Twic (in Warrap State), Renk, and Ulang Counties and is working to expand its operations to other parts of the country where humanitarian needs are immense.

Job Purpose

The Senior Safeguarding Officer will have an active role in supporting the mainstreaming of protection & safeguarding across GOAL South Sudan Programme and Operations by raising GOAL staff and other stakeholders (including but not limited to partners, contractors and consultants, suppliers staff) knowledge and awareness in Safeguarding related topics and in alignment with GOAL's SG related policies (Code of Conduct, Child Protection Policy, Protection from Sexual Exploitation, Abuse and Harassment Policy, Whistleblowing Policy, Gender Equality Policy and Strategy beside other internal guidelines). The candidate will be responsible for the development, implementation and monitoring of the capacity building plans with guidance from Country Protection/Safeguarding Focal Point.

The Senior Safeguarding Officer will ensure that programme, operations, and other departments understand and mainstream all stakeholders' safeguarding needs including of men, women, boys, and girls affected by conflict and on day-to-day programming/business. The candidate also must make sure that all programme and support staff in field offices in South Sudan abide by the Safeguarding principles and policies. The candidate will additionally maintain and regularly train a network of Safeguarding Focal Points across GOAL/partners offices, provide inductions and mandatory trainings to new staff. S/he will coordinate closely with the Country Safeguarding Focal Point, HR, and other related parties to insure smooth and effective implementation for the overall Safeguarding capacity building plan.

Main Responsibilities

Duties and responsibilities

- Support the Protection/Safeguarding Country Focal Point in all Safeguarding related initiatives at programme and operations level.
- Support in reviewing all aspects of GOAL's interventions from a Safeguarding lens and make necessary recommendations to improve these interventions and make them safer for GOAL staff, beneficiaries, partners, and other stakeholders.
- Support the Protection/ Safeguarding Country Focal Point in designing and implementing interventions/activities that recognize and enhance existing safeguarding systems and processes.
- Using the country level mapping of Protection stakeholders, make appropriate referrals for GBV and violence against children (VAC) cases, in consultation with the Country Safeguarding Focal Point, without disclosing confidential information (such as the name of the alleged perpetrator).
- Assess and confirm current availability, reach, inclusivity, and effectiveness of communications with affected populations served by GOAL supported operations, programmes, specifically vulnerable cohorts – including children and women regarding PSEAH and child and vulnerable adults safeguarding.



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- Contribute to the running MOUs & agreements review exercise by adding relevant Safeguarding clauses and alignment with GOAL Safeguarding related policies and procedures.
- Updating the safeguarding related training materials (handouts, presentations, video, flip chart beside flash card, posters, and visibility booklet) and develop new tools to monitor effectiveness of these trainings, including pre and post-tests; satisfaction surveys and facilitation guides, etc., as requested.

Capacity Building:

- Conduct safeguarding capacity building assessment for GOAL staff and other stakeholders to address their training needs.
- Develop a comprehensive capacity building plan based on the capacity building assessment outcomes considering the needs and gaps.
- Ensure that all necessary requirements for successful training sessions are prepared in a timely manner in coordination with relevant departments/stakeholders.
- Implementing the approved capacity building plan. This includes, conducting safeguarding inductions, mandatory one-day Safeguarding trainings to all new staff and the ongoing guidance on incident reporting for the safeguarding focal points.
- Ensure the activation for the training management system for proper documentation of all training and capacity building efforts, keep track of the attendance sheets, and generate reports as required using the established dashboard.
- Monitor the effectiveness of the different trainings and awareness sessions by activating tools like pre and post-tests, satisfaction surveys, etc.

Representation and Coordination:

- Participate in Protection cluster, GBV sub-cluster and interagency PSEA task force/working group meetings and follow up actions with guidance from Protection/Safeguarding Country Focal Point.
- Facilitate the Safeguarding Focal Points regular meetings across GOAL/partners offices.
- Liaise with internal departments including but not limited to HR, MEAL, partnership/compliance unit, programme unit, field management as well as field staff to ensure smooth and effective implementation of the overall capacity building plan.
- Ensure the proper implementation of the annual plans for the prevention activities especially information dissemination and raising awareness component activities in coordination with the case management/investigation unit.

Represent the protection & safeguarding function in internal and external meeting as

Requirements (Person Specification)

- Degree level qualification in Human Rights, Protection, Psychology or Psychosocial Support, Social Studies, or other relevant areas.
- Minimum of 2-3 years of work experience with NGOs and/or Humanitarian agencies.
- Experience in or good understanding of Safeguarding in the international humanitarian aid context.
- Fluent in English language (spoken and written).
- Fluent Arabic language.
- Proven ability to maintain databases and manage information, working independently and leveraging cross-department support.
- Experience in training delivery and capacity support to staff and partners.
- ICT skills, including strong knowledge of MS Office applications.

Desirable

- Experience in working in humanitarian context in a similar role.
- Understanding of/experience in Protection and Gender in humanitarian actions, especially in the South Sudan context, a distinct advantage.

Equal Opportunities

GOAL supports diversity and strives to create a discrimination free work environment where staff are supported to reach their full potential regardless of identity factors such as ethnic background, gender, colour, age, disability, marital status, religion, etc. GOAL continually seeks to strengthen





leadership on, and capacity for, gender equality work supporting staff to understand how gender affects their own lives as well as the lives of people in the communities where we work. GOAL is committed to equal opportunities in employment and staff training.

To promote gender equality in our work force, qualified female candidates who meet the above job requirements are strongly encouraged to apply.

Safeguarding

Children and vulnerable adults who meet GOAL as a result of our activities must be safeguarded to the maximum possible extent from deliberate or inadvertent actions and failings that place them at risk of abuse, sexual exploitation, injury and any other harm. One of the ways that GOAL shows this on-going commitment to safeguarding is to include rigorous background and reference checks in the selection process for all candidates.

Accountability within GOAL

Alongside our safeguarding policy, GOAL is an equal opportunities employer and has a set of integrity policies. Any candidate offered a job with GOAL will be expected to adhere to the following key areas of accountability:

- Comply with GOAL's policies and procedures with respect to safeguarding, code of conduct, health and safety, confidentiality, do no harm principles and unacceptable behaviour protocols.
- Report any concerns about the welfare of a child or vulnerable adult or any wrongdoings within our programming area.
- Report any concerns about inappropriate behaviour of a GOAL staff or partner.

Application procedures

Interested Persons who meet the qualifications, experience and skills are required to submit their applications through the below:

1. For online applications, candidates are advised to submit your cover letter, updated CV plus copies of academic certificates & Nationality ID to goaljobs@ss.goal.ie . **Your attachment must not be more than 5MBs.**
2. For candidates who will wish to submit their applications in hard copy, drop your applications at GOAL head office located along Kololo Road near Sector four Police post in Tongping clearly addressed to the Human Resource Department, GOAL South Sudan P.O Box 166 Juba
3. Note, this is a national recruitment for South Sudanese citizens.

