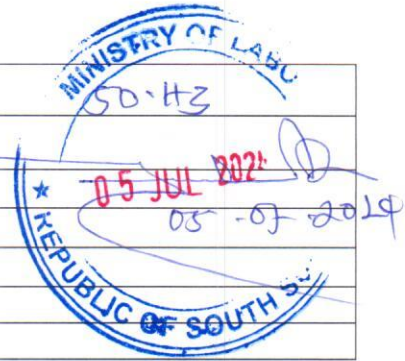




JOB ADVERTISEMENT

Job Title:	GESI Manager (1 Position)
Location:	Juba
Recruitment Status	Local Recruitment
Project	THRIVE Project
Reports to:	Programme Director
Posting Date	5th July 2024
Closing Date	25th July 2024



General Description of the Programme

Established in 1977, GOAL is an international humanitarian agency dedicated to alleviating the needs of the most vulnerable communities. Currently operating in 13 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, and food security and livelihoods. GOAL is continually adapting and responding to the context to support the communities where we work. Currently GOAL works in Twic County in Warrap state, Abyei/Agok in Abyei Administrative Area, Renk & Ulang Counties in Upper Nile state, & Kajo Keji County in Central Equatoria state.

GOAL works to incorporate four pillars in its approach to programming: influencing systems, building resilience, fostering inclusion, and social and behavioural change. GOAL's understanding of inclusion is that of a dynamic process that gives recognition, roles, influence and powers to individuals or groups in a particular system, counteracting the processes that create vulnerability, exclusion and discrimination. GOAL ensures that these processes are understood and used to inform programme design, with the aim of enabling people to participate in and shape their societies. GOAL understands that there are multiple intersecting factors that can affect inclusion, such as gender, age, (dis)ability, ethnicity and many more, and GOAL integrates these considerations within its programming approach to create change for those that are in some way marginalised, neglected, or excluded.

Job Purpose

The purpose of this role is to lead on gender equality and social inclusion (GESI) within GOAL South Sudan's FCDO-funded Transforming Household Resilience through Inclusive Economic Development (THRIVE) project. This will include driving the development and implementation of GOAL's South Sudan GESI Action Plan to strengthen GESI integration in THRIVE's programming and supporting functions. The postholder will be responsible for working across a number of teams to provide GESI-related technical assistance, capacity strengthening and support. The postholder will also engage with partners on GESI issues and will represent GOAL South Sudan on GESI issues in external networks and fora. This is a new role on the team and therefore offers the postholder an excellent opportunity to shape and build upon a strategic area of work for GOAL South Sudan THRIVE project. The postholder will be part of the THRIVE Programme Quality Team, reporting to the Programme Director and will work closely with GOAL's Global Gender Equality and Social Inclusion Advisor.

Main Responsibilities

Technical Support

- Drive GOAL South Sudan's approach to GESI through development, implementation, monitoring and review (as necessary) of THRIVE's GESI Strategy and GESI Action Plan.
- Engage with GOAL South Sudan's Technical Advisors and other relevant programme quality support teams to provide technical GESI support across THRIVE's programming and activities throughout the project cycle and recommend adjustments or new activities as required.



- Collaborate with the MEAL team to ensure the GESI perspective is included in data collection, monitoring, evaluation, analysis and learning processes to better understand and respond to the differentiated impacts of THRIVE. Lead on the technical aspects of GESI analyses and assessments as required.
- Link with partners to support integration of GESI across activities as well as tools and approaches.
- Collaborate with other colleagues and partners, including the THRIVE project focal points for Safeguarding and for Accountability, to ensure that the THRIVE project has a Safe, Accountable & Inclusive Programming approach.
- Provide support to colleagues and partners to integrate gender-based violence risk mitigation activities within the THRIVE project, in collaboration with the Safeguarding Manager.
- Provide GESI-related inputs to THRIVE's strategic planning and budgeting processes.

Training & Capacity Strengthening

- Strengthen THRIVE's staff capacity on GESI and ensure a clear understanding of key concepts through the development and delivery of trainings and awareness raising activities.
- Work alongside partners towards strengthening GESI capacity and approaches in THRIVE's programme delivery.
- Facilitate spaces/platforms/channels through which good practices, latest resources, and learnings on GESI can be shared with staff and partners to support the strengthening of GESI integration.
- Drive the establishment of and provide support to a GESI focal point network across THRIVE and its partners.

Collaboration & Representation

- Represent GOAL South Sudan and the THRIVE project in GESI-related meetings, fora, working groups and networks.
- Work with the Resilience and Learning Lead and THRIVE Communication Coordinator to capture GESI-related success stories that can be communicated internally and externally to various audiences.
- Collaborate and build/maintain relationships with local GESI-focused organisations and groups in the project areas.
- Collaborate and engage with GOAL's Global GESI Advisor, and GESI focal points from across GOAL teams globally.

The duties and responsibilities set out above are not exhaustive and the postholder may be required to carry out additional duties, within reason, and proportionate to their level of skill and experience.

Please note that this role will also require the ability and willingness to travel within South Sudan when required.

Job Requirements

Essential

- Bachelor's degree in a relevant field, such as gender/inclusion studies, development or humanitarian studies, social sciences or a related field.
- At least three years of progressively responsible experience working on GESI in an advisory role, with a focus on planning, implementing and monitoring of programmes – ideally in an NGO environment.
- Experience of working with and/or developing GESI tools, approaches and methodologies, including working with data, analyses and assessments.
- Experience in designing and/or delivering GESI training and capacity strengthening workshops for various stakeholders and audiences.
- Experience of driving GESI initiatives across teams and departments.
- Fluency in English as GOAL's working language.
- Ability and willingness to travel when required.

Desirable

- Postgraduate degree in an area related to gender and/or inclusion.
- Understanding of or previous experience working within a country office, and the context of South Sudan.
- Skilled in GESI research design, trend analysis and development of learning materials.
- Experience in resource mobilisation for GESI activities and programming.
- Experience representing an organisation externally with technical networks, donors, academia and in other contexts, and building relationships with stakeholders.
- Strong IT skills, including Microsoft Outlook and Office package.

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 with the Job title indicated on the Envelope.
3. Note, this is a national recruitment for South Sudanese citizens only.

Do not submit original documents – GOAL will not be held liable for any lost documents. GOAL does not return applications and will retain documents in accordance with organisational policies.

Only shortlisted Candidates will be contacted

