

PROTECTION COORDINATOR

JOB DETAILS

DIVISION: Operations	TEAM: Country Protection
LOCATION: South Sudan	CONTRACT TYPE: Fixed Term
GRADE: C zone 1	JOB FAMILY: Programme
SALARY: Choose an item. As per Oxfam's salary scale	HOURS: 40 Hours per week
<p>TEAM PURPOSE: To ensure Oxfam has the management, technical and logistical capacity to both scale up and to respond rapidly to major humanitarian emergencies anywhere in the world</p> <p>JOB PURPOSE: To support the development and implementation of Oxfam GB's humanitarian program in South Sudan by providing specialist advice and support on protection.</p>	
POST HOLDER REPORTS TO	Director of Programmes
JOBS REPORTING TO THIS POST	Protection Officers
BUDGET RESPONSIBILITY	Yes
<p>KEY RESPONSIBILITIES</p> <p>. The situation in South Sudan is extremely volatile and the responsibilities outlined below are subject to change as the needs in the context evolve. As such the post-holder will be expected to be flexible as to working locations and would be expected to travel throughout South Sudan as access and security permit.</p> <ol style="list-style-type: none"> 1. Provide specialist protection advice and support to Oxfam's humanitarian and development programming in South Sudan. 2. Hold regular meetings with all Protection team/APMs to understand programmatic challenges and technical support requirements. Highlight when programs are off-track in implementation for further discussion with the PM and APM. Identify any areas where further technical support, oversight or resources are needed. 3. Provide ongoing strategic protection analysis based on field-level and national-level internal and external analysis (including aspects of conflict analysis, gender, and risk management) and lessons from programme experience to inform programme development, implementation and policy/advocacy (this will involve pulling together field level analyses and analysis alongside national policy to give a national-level understanding) 4. Review and update the protection strategy for the South Sudan country programme, taking into consideration the relevance of programme approaches in target communities, the current funding situation and pipeline, field protection analyses and country priorities. 5. Input to Oxfam's response strategy and Oxfam Country Strategy (OCS) development processes 6. Identify and work towards the potential to develop, implement, monitor, report and evaluate specific protection activities or projects and ensure coherence and effective linking with Oxfam's Strategic Goals work in South Sudan. 	

7. Support advocacy and campaigning on protection issues including analysis, surveys, assessments and support the development of policy products as required.
 8. Provide support and coordinate the activities of field-based Protection staff.
 9. Provide technical design to the new proposals designs, including activity designs and budgeting, along with PMs, where needed. Sign-off/validate on all project proposals and budgets (related to protection activities).
 9. Provide input for monthly, quarterly, interim and annual donor reports, project proposals as well as ad hoc reports and communication items, as requested.
 10. Support the implementation of protection activities within South Sudan– including ensuring coherence, standardized approaches, and programme quality across the protection programme as a whole and a safe programming approach.
 11. Support advocacy and campaigning on protection issues within the context of Oxfam’s Rights in Crisis Campaign, among others.
 12. Represent Oxfam externally: develop alliances with agencies working in the field of protection with a view to enhancing coordination and adopting complementary approaches including active participation in relevant protection coordination and planning mechanisms.
 13. Active participation and coordination in cross-departmental including WASH, EFSVL, Gender, Education and advocacy to ensure sufficient linkages and Integration Programming.
 14. Lead capacity building on protection issues for Oxfam staff and partners, linking with national, regional and humanitarian department capacity-building initiatives. This includes on the job accompaniment and mentoring, training and advisory support.
 15. Conduct regular Field visits to ensure the highest quality of the Protection response in the intervention areas.
 16. Support programme and project teams on HR issues, in particular: developing ToRs, job descriptions and on recruitments of senior protection staff (C2 and D1 as appropriate).
 17. Maintain an up to date understanding of the protection sector and main protection issues in South Sudan and ensure that programme teams have access to relevant, up to date information, including identifying overlaps and collaboration with other sectors.
 18. Participate in Oxfam’s internal Protection Peer Group and contribute to Oxfam’s **global strategic** thinking on protection.
 19. Support MEAL processes and activities to integrate protection, and to gather lessons relating to these areas, especially on community-based protection.
- Other responsibilities as required.

PERSON SPECIFICATION

Most importantly, every individual at Oxfam GB needs to be able to:

- Live our values of **INCLUSION, ACCOUNTABILITY** and **EMPOWERMENT** (read more about these [here](#)).
- Ensure you commit to our **ORGANISATIONAL ATTRIBUTES** (including adhering to [the Code of Conduct](#)):

<p>1. BE COMMITTED TO OUR FEMINIST PRINCIPLES, AND TO APPLYING THEM IN YOUR DAY-TO-DAY BEHAVIOUR AND YOUR WORK. BE READY TO KEEP LEARNING, WITH ACCOUNTABILITY TO THOSE WHO EXPERIENCE OPPRESSION AS A RESULT OF THEIR IDENTITIES, SUCH AS THEIR GENDER, RACE/ETHNICITY, DISABILITY, CLASS, OR LGBTQIA IDENTITY."</p>	<p>2. BE COMMITTED TO UNDERTAKING OXFAM’S SAFEGUARDING TRAINING AND ADHERING TO RELEVANT POLICIES, TO ENSURE ALL PEOPLE WHO COME INTO OXFAM ARE AS SAFE AS POSSIBLE.</p>
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EXPERIENCE, KNOWLEDGE & COMPETENCIES

Essential:

- A minimum of 5-10 years involvement in humanitarian and protection response work, preferably in field-based protection work in conflict or insecure environments.
- Degree or Masters' qualification in social work, development studies, law, international relations, or other relevant area; or equivalent experience
- Strong conceptual and practical understanding of protection issues and approaches in humanitarian contexts, including the constraints, sensitivities and risks associated with such work.
- Proven experience carrying out analysis and strategic approaches to response in complex humanitarian environments, preferably in a leadership role.
Experience and understanding of community-based protection at the field level, including the constraints, sensitivities and risks associated with such work
Ability to represent Oxfam in country, regional and global protection fora as required.
- Strong understanding of protection standards, key sectoral issues and processes including advocacy for protection. Understanding of the Protection Cluster and other coordination mechanisms and the roles and mandates of key protection actors.
- Analytical skills and strategic thinking including experience developing written analysis and strategies for protection.
- Demonstrable conceptual and practical understanding of the gender dynamics of protection work and ability to implement protection activities with a strong emphasis on the gendered aspects of conflict, violence, and abuse.
- Proven experience in the provision of technical advice and support to field programs, and skills in staff and partner development, mentoring, and training
- Demonstrable understanding of the gender dynamics of protection work and ability to implement protection activities with an emphasis on the gendered aspects of conflict, violence and abuse and experience of integrating protection with other sector programming
- Person in this post required to travel between bases or covering several areas
- Excellent influencing, negotiation and networking skills.
- Solid understanding of monitoring and learning processes
- Excellent verbal and written communication skills, including high-level interpersonal, influencing, negotiation and representational capabilities. including ability to fluently articulate key protection issues in reports, articles, blogs etc.
- Fluency in written and spoken English essential.
- Able to live and work in remote, insecure and logistically challenging operations and in a multi-cultural environment; with a high level of self-reliance, adaptability and initiative
- Experience in capacity building and the professional development of protection staff. Initiative, drive to achieve results, working with others, organisational awareness, respect for others and self awareness.
- Ability and wiliness to live by, demonstrate and promote Oxfam culture. Commitment to gender equity, diversity, and equal opportunities.
- Knowledge of and experience in the South Sudan context. Experience managing diverse staff/teams including in complex and challenging environments.

Desirable

- Understanding working with local partners advocacy and campaigning work
Experience in participatory research and community-based programming

Safer recruitment: All offers of employment are subject to satisfactory references and appropriate screening checks (which can include counterterrorism, safeguarding and criminal records checks). You can find out what [this means here](#).

DBS CHECK REQUIRED Choose an item.

FOR HR USE ONLY

Graded and reviewed by:

Job Title:

Date: