



COALITION FOR HUMANITY

Improving Community Resilience

Location:
Juba, Gudele 1, Block 4, Plot No. 1784,
off-Gudele Road, along 7 Eleven
Supermarket Road, next to Big Ben
Primary School

SB-H-3
Approved
Minister
09/01/2025
09 JAN 2025
MINISTRY OF LABOR
REPUBLIC OF SOUTH SUDAN

JOB ADVERTISEMENT FOR THE POSITION OF PROTECTION & GBV PROJECT MANAGER

Introduction

Coalition for Humanity (CH) is a humanitarian organization with experience in implementing humanitarian and development/resilience projects in South Sudan. The organization focuses on Food Security and Livelihoods (FSL), Water, Sanitation and Hygiene (WASH), Education, Health and Nutrition, among other sectors while integrating protection activities and forming a nexus across sectors in order to leverage on resources. CH considers Protection/GBV, Housing, land and property rights (HLP), peacebuilding and conflict transformation as cross cutting issues. The organization has successfully integrated these in WASH, FSL, Non-food items, Health and Nutrition. CH has its headquarters in Juba but with presence in Unity, Jonglei, Upper Nile and Central Equatoria States. Our ultimate goal is to reach out to people across the entire South Sudan. Coalition for Humanity is committed to working with communities to build their resilience as well as to nurture the capacity of locals in delivering holistic and local context specific responses.

The organisation is seeking to recruit a suitable qualified South Sudanese national for the position of Protection and GBV Project Manager.

Position Specifications

Job title: Protection and GBV Project Manager
Job Location: Leer - Unity State
Reports to: Head of Programs

Job Summary

The Protection & GBV Project Manager shall work under the direct guidance and supervision of the Head of Programs. The Protection and GBV Project Manager is responsible for planning, leading and coordinating quality, timely and effective protection response to the needs of the vulnerable affected populations. This includes ensuring protection mainstreaming methodologies and safeguarding by ensuring that all persons of concern are involved in decisions that affect them through technical support to project planning and implementation, monitoring and reporting of activities. Protection and GBV Project Manager will directly manage assigned gender and protection officers, assistants and other support staff.

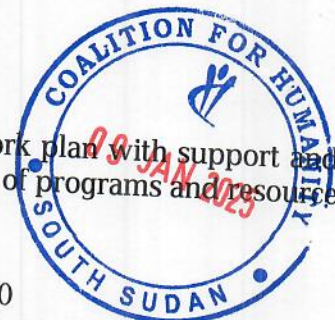
Key Responsibilities

Project planning and implementation

- Lead the development of project overall implementation work plan with support and consultation with the program coordination, M&E and head of programs and resource mobilization.

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- Protection & GBV project Manager shall oversee the implementation of quality GBV prevention and response activities, building capacity
- Contribute to ongoing assessments and analyses to better understand protection risks, to map points of service for survivors of GBV and vulnerable individuals, and to identify support structures
- Analyze trends of GBV and develop or adjust program strategies to meet needs
- Strengthen case management and referral systems
- Work with teams and communities to develop appropriate prevention and awareness-raising/behavior change strategies.
- Train GBV staff to become leaders of GBV prevention and response. Depending on skill sets and required roles, trainings may include: gender, guiding principles of addressing GBV, GBV case management, referral pathway development, compassionate care, and facilitation skills.
- Coordinate with local and international NGOs, UN agencies and other stakeholders to ensure holistic support for survivors, including participation in strengthening GBV SOPs and referral pathways.
- Actively participate in protection/GBV working groups and contribute to interagency initiatives, while promoting CH as a main player in GBV.
- Support the Management of GBV one stop centers and safe spaces.
- Oversee and manage the implementation of general protection, ensuring technical quality and standards are considered and respected during the project implementation, including but not limited to protection monitoring, awareness raising and sensitization, home to home visits, community-based protection approaches, and capacity building.
- Support the programs manager in developing new or adapted activities, awareness raising material, training curricula, FGDs, safety audit questionnaire and M&E tools in collaboration with the M& E Manager, Programme coordinator and other program teams.
- Take the lead in preparing protection assessment, safety audit and home visit reports and analyze the trend of needs for identified persons with special needs.
- Conduct protection field monitoring and supportive supervision to provide feedback and guidance to protection officers and assistants to improve service provision to targeted beneficiaries in the project location.
- In collaboration with the Monitoring and Evaluation (M&E) Manager, support project monitoring and evaluation in coordination with the help of project assistants and partners during project activity implementation.
- Take the lead to orient and capacity build protection officers and assistants through hands-on approach in project location (County and Payams) to effectively implement general protection planned activities.
- Ensure the project is implemented in accordance with relevant coalition for humanity technical guidelines and standards as well as donor policies and guidelines.
- Ensure the proper project budget utilization and physical targets achieved are documented and reviewed throughout the project implementation period.
- Proactively anticipate and mitigate risks and trouble-shoot any unforeseen challenges during the project implementation.
- Prepare, manage and report on context specific budget forecasts during project activity implementation in liaison with the finance department.
- Ensure project records and documents (finance, logistics, administration/human resource, beneficiary lists, donation certificate, attendance sheets and compiled in accordance to coalition for humanity procedures.
- Ensure project staff are aware of and respect coalition for humanity code of contact and procedures.



- Ensure that project team is aware of security issues, guidelines, policies and standard operating procedures are followed during project implementation
- Contribute to updating of the security guidelines in the project area based on field experiences in collaboration with the program coordinator.
- Support, facilitate liaison and communication activities through active consultation and involvement of beneficiaries, local authorities and stakeholders in all stages of the project implementation.
- Ensure ownership of the project by targeted beneficiaries through active involvement and participation of the project beneficiaries during the project implementation.
- Perform any other protection related assignments as assigned by the head of programs when need arises.

External relations and representation

- Participate actively in general protection coordination meetings with other partners contributing to sharing of lessons learnt, challenges and experiences with aim to avoid duplication of resources and efforts.
- Identify opportunities for collaboration, coordinate with partners for complementarity of efforts and resources rather than replication.
- Facilitate and coordinate field visits organized by the project donors and other partners in the project location in collaboration with state protection cluster focal points.

Project quality control

- Ensure lessons learnt are well documented, shared and reflected in project planning and decision making during the project implementation.
- Ensure the efficient utilization of project resource in line with agreed policies and guidelines both internally for coalition for humanity and donors.
- Ensure proper tracking and documentation of project indicator data and targets achieved by the project during implementation.

Project Reporting

- Provide regular and timely update of project implementation progress to supervisor and state cluster focal persons in accordance to the set reporting timelines.
- Ensure preparation and submission of weekly general protection updates from project implementation to the program coordinator.
- Contribute to preparation of internal project activity narrative of implementation status as required by the project donors.

Person specification

a) Education and Experience.

- Degree in Gender and Development studies.
- Certification preferably in Social work, Counseling Psychology or any other related field is desirable.
- Three years' experience in GBV project implementation, proven knowledge and experience in developing and implementing community mobilization projects.
- Experience in PSS, PFA , and GBV survivor support.
- Experience in GBV case management
- Experience and familiarity with standards and guidelines for GBV programming and coordination as well as guidance on protection from SEA
- Familiarity with international humanitarian operations, coordination structures, and the mandates of donors, UN agencies, and other NGOs.

b) Core competencies



- Advanced communication skills, including active listening skills and excellent written communication.
- Excellent knowledge of general protection, GBV and PSS basic principles
- Excellent knowledge of GBV case management principles
- Excellent knowledge of the negative impacts of early marriage on the individual, family and community level
- Excellent knowledge of the negative impacts of child labor on child development
- Good communication and psychosocial first aid skills
- Exceptional professionalism and interpersonal skills and an ability to work collegially with team members and stakeholders.
- Ability to represent the organization and its objectives in highly professional and responsible manner.
- Ability to allocate and review priorities to meet deadlines.
- Proven ability to draft, edit and produce written proposals and results focused reports
- Proven knowledge and experience in developing and implementing community mobilization projects

d) Behavioral Competencies

- Flexibility in approach and an ability to adapt to varying demands and work hours
- Ability to identify problems and resolutions.
- Ability to work unsupervised
- Proficiency, skills and experience working with MS Office
- Ability to exercise sound judgment, to remain flexible to a changing environment, and to make decisions independently
- Ability to work well with a cross-cultural team
- Familiarity with international humanitarian operations, coordination structures, and the mandates of donors, UN agencies, and other NGOs.

Coalition for Humanity has a zero tolerance for Sexual Exploitation and Abuse of beneficiaries. Protection from Sexual Exploitation and Abuse (PSEA) is everyone's responsibility and all staff are required to adhere to the Code of Conduct that enshrines the principles of PSEA, always (both during work hours and outside work hours). Familiarization with, and adherence to the Code of Conduct is an essential requirement of all staff, in addition to related mandatory training. All staff must ensure that they understand and act by this clause.

Disclaimer: The above job description and job specification are intended to describe the general nature and level of work being performed by individuals assigned to this position. They are not intended to be an exhaustive list of all responsibilities, duties, and skills required. Management reserves the right to modify, add, or remove duties and to assign other duties as necessary.

Interested Applicants are invited to submit their Application letter and latest CV including three referees, Nationality ID and Academic documents/ testimonials in one PDF file via email to jobs@ch-int.org or hand deliver hardcopies to the Head office in Juba. Clearly indicate the position you are applying for in the email Subject. The Deadline for application is 28th January 2025. Application shall be reviewed on a rolling basis and only shortlisted applicants will be conducted.

