



Plan International
South Sudan, Juba
Hai Jerusalem
P.O. Box 182



PLAN INTERNATIONAL SOUTH SUDAN

EXTERNAL JOB ADVERTISEMENT

Plan International is an independent development and humanitarian organization that advances children's rights and equality for girls. We drive changes in practice and policy at local, national and global levels using our reach, experience and knowledge. For over 80 years we have been building powerful partnerships for children and girls, and we are active in over 80 countries. Plan International has been working in South Sudan since 2009 and in close collaboration with the key stakeholders at all levels to bring positive and sustainable changes in the lives of children and girls of South Sudan.

In order to enhance its response program, Plan South Sudan is seeking to recruit a qualified South Sudanese to fill the position of **"Manager, Communications and Influencing – to be based in Juba"**.

No. of Vacancies (1)

Job Title:	Manager, Communications and Influencing
Department:	Programs
Reports to:	Head of Programmes
Level:	15
Location:	Juba



Purpose of the Role:

The Manager of Communications and Influencing is a pivotal role responsible for the strategic direction and execution of the country's communications and influencing strategy. This encompasses a broad spectrum of activities including program influence, marketing, external engagement, information management, advocacy, and campaigns. The incumbent will spearhead strategic partnerships and ensure the seamless integration of the influencing agenda into thematic programs, driving their on-the-ground implementation.

In support of Plan International's global purpose, this role will bolster collaboration across Plan offices, enhancing the organization's impact on girls' education and child rights. The incumbent will amplify national and international child rights issues, advocating for action from duty bearers and contributing to Plan's global communication efforts.

Creativity and adherence to best practices are essential in managing diverse information channels, including web-based platforms and social media. The role is tasked with elevating Plan South Sudan's digital presence and fostering robust internal and external connections, positioning the organization as a preferred strategic partner.

A primary objective is to establish Plan International South Sudan as a frontrunner in advocating for child and girls' rights. This involves crafting innovative strategies, utilizing effective tools, and engaging with influential platforms to advance the organization's goals over the next five years.

The role will be under the direct supervision of the Head of Programmes. The position holder will be working closely with the relevant thematic advisors to identify the potential influencing and advocacy opportunities for Plan International in South Sudan as well as developing the relevant strategies to market and brand the thematic programs that Plan International will be focusing on in the next five years.

Key End Results and typical Responsibilities;

Strategic Planning and Delivery (15%)

Formulate and oversee a dynamic National Influencing and Campaign Strategy, integrating insights from Global and Pan-African directives, and aligning with evolving national priorities.

Success will be measured by:

- Alignment and efficacy of Influencing, Campaigns, Marketing, and Branding strategies with Global, Regional, and CO objectives.
- Documented impact on influencing change, Plan SSD's branding, and national positioning.
- Impact reports reflecting contributions to Global and Regional goals, enhancing program design, advocacy, campaigns, fundraising, and PR efforts.
- Prompt and effective engagement in Plan's Global initiatives, particularly the 'Until We all are Equal' campaigns.
- Establishment of a high-performance framework for Influencing and Campaigns, ensuring structured, focused, and efficient operations.
- Comprehensive context analysis to guide advocacy and influencing strategies, addressing challenges and capitalizing on opportunities.
- Adherence to safeguarding and child protection standards in all Influencing and Advocacy activities.
- High level CO updates including impact stories, donor marketing materials are available for leadership and external engagement

Network Leadership and Strategic Partnerships (30%)

Forge and sustain strategic alliances with entities committed to children's rights and gender equality.



Success will be measured by:

- The creation of a nationwide movement advocating for children's rights and girls' equality, ending child marriage, girls' education and youth as ambassador for peace.
- Enhancement of youth activism for gender equality at all levels, amplifying Plan International's youth advocacy.
- Collaboration with burgeoning civil society groups and youth movements to elevate their influence on public policy.
- Formation of joint ventures to secure funding and leverage platforms for advocating child rights and gender equality.

Organizational Visibility (20%)

Elevate Plan's child rights initiatives through strategic communication and partnerships.

Success will be measured by:

- Regular engagement with media to foster relationships and co-create advocacy content.
- Synchronized efforts between communication and public relations teams to position Plan South Sudan as a leading child rights organization.
- Coordination with program and MERL teams for the prompt production of quality marketing materials.
- Collaboration with the communication team to document and share best practices and success stories, enhancing Plan's profile and donor engagement.

Agenda Influence (20%):

Drive national discourse and policy-making towards children's rights and gender equality, ensuring youth engagement.

Success will be measured by:

- Leveraging key events to advocate for children's rights and girls' equality in collaboration with stakeholders.
- Partnering with the MERL team to shape an annual research agenda that informs advocacy efforts.
- Engaging in policy development and providing feedback on national authority initiatives.
- Contributing to regional and global advocacy efforts.

Corporate Communications (5%):

External Communications: Elevate Plan's global presence by broadcasting achievements and insights to shape policy and enhance the organization's expert status.



Success will be measured by:

- Strategic Advisory: Guide management on diverse and innovative communication channels to engage external audiences effectively.
- Message Delivery: Coordinate with program staff to disseminate tailored messages via reports, events, social media, and traditional media.
- Material Production: Oversee the creation of communication materials in South Sudan, managing visits from media and notable figures.
- Risk Management: Provide counsel on potential risks in communication and media activities.
- Strategy Implementation: Direct the development and execution of the Country Communications Strategy.
- Brand Policy: Ensure consistent application of Plan International's branding guidelines across all initiatives.

Safeguarding Children and Young People (Safeguarding), Gender Equality, and Inclusion (GEI) Commitment (5%)

- Commit and contribute to an environment where children and adult program participants feel respected, supported, safe and protected;
- Never act or behave in a manner that results in violence including SHEA against a child, young person or adult or places them at risk of such violence;
- Be aware of and adhere to the provisions of the Safeguarding Policy, PSHEA Policy and COC of Plan International;
- Report and respond to safeguarding and SHEA concerns and breaches in line with the applicable procedures of Plan International;
- Maintain confidentiality of safeguarding and PSHEA concerns reported;
- Never participate in or support child marriages.

Dealing with Problems/Risks

Complexity of problems handled & the degree of investigation, analysis, & creative thinking required to solve them;

- Address complex issues through thorough investigation, analysis, and innovative solutions.
- Navigate internal and external communications within diverse cultural contexts.
- Effectively manage crisis communications.
- Analyze documents and situations to provide informed policy and advocacy guidance.
- Dedicate time to understanding and responding to local contexts.
- Demonstrate intercultural competence in all communications.
- Represent Plan International as a brand ambassador in South Sudan.
- Commit to extended hours when necessary to meet project timelines.

LEADERSHIP AND BUSINESS MANAGEMENT COMPETENCIES

Leadership Competencies;



- Align work priorities and resource deployment in own area with Plan International's wider goals and longer-term direction.
- Lead through influence rather than position, and role model PI values, accelerating gender equality inside and outside Plan International and addressing resistance. Self-aware and keen to learn, seeking feedback and creates a safe environment for others to challenge self or raise concerns.
- Achieve desired outcomes and finds innovative solutions by using the expertise and creativity of others and adopting a coaching approach with the people they manage or advise.
- Delegate tasks and decisions, trusting and stretching others but ensuring they have the resources and support they need.
- Create space for reflection and uses external evidence and internal evaluation to identify what and how we need to improve and then to support others through change.
- Build positive relationships outside their own work area, being willing to compromise own preferences to achieve our broader purpose and longer-term impact

BUSINESS MANAGEMENT COMPETENCIES

- Understand relevant sectorial context including how the sector operates in terms of partners and governance and awareness of Plan's purpose, values, and global strategy
- Manage legal and reputational risk including risk assessment, communication, risk management and reporting in full compliance with risk-related standards, including in areas such as Child and Youth Safeguarding and Protection, Gender equality and inclusion, Counter Fraud, Safety and Security
- Manage people and information including skills in assessment and coaching, evidence-based management, communication skills, both speaking and writing, and digital working, including personal digital skills

Technical Expertise, Knowledge and Skills Required to Achieve Role's Objectives:

Knowledge

- Bachelor in Communication Studies, Human Rights, Public Relations
- 3-5 years' relevant working experience
- Experience in project management with a proven track record of delivering on objectives
- Experience of developing and implementing media, advocacy or marketing campaigns
- Experience of representing an organization to the public or/and media
- Knowledge and understanding of human rights, in particular children's rights
- Knowledge of the environment in which non-governmental organizations operate.
- Fluent in English (both written and verbal). Working knowledge of Arabic and/or other local languages will be an added advantage
- Computer literate with vest knowledge of desktop publishing
- Ability to think strategically

Skills

- Excellent communication skills (written and oral)
- Excellent multi-media (audio-visual) skills
- Excellent written and verbal communication and presentation skills



- Excellent interpersonal and networking skills
- Standard office IT skills, including social media.
- Time management and organizational skills
- Strong team working skills
- Creativity (ability to communicate in different ways)
- Planning, and organizing skills,
- Influencing and persuading skills
- Excellent interpersonal and cross-cultural communication skills
- Ability to form and maintain relationships through teamwork and networking

Communications and Working Relationships:

Working contacts inside and outside the organization, include the purpose and level (high, medium, low) of the contact.

Internal:

- Regional Communications and Influencing team
- Visiting National Organization staff
- Heads of Departments in Plan International South Sudan
- Thematic Leads, Project Manager(s), Partnership Advisor
- Plan International South Sudan staff

External

- The print and electronic media
- Government departments and agencies
- Non-Governmental Organizations
- Community Leaders
- Donors, strategic partners and downstream partners

PLAN INTERNATIONAL'S VALUES IN PRACTICE

We are open and accountable

- Promotes a culture of openness and transparency, including with sponsors and donors.
- Holds self and others accountable to achieve the highest standards of integrity.
- Consistent and fair in the treatment of people.
- Open about mistakes and keen to learn from them.
- Accountable for ensuring we are a safe organization for all children, girls & young people

We strive for lasting impact

- Articulates a clear purpose for staff and sets high expectations.
- Creates a climate of continuous improvement, open to challenge and new ideas.
- Focuses resources to drive change and maximize long-term impact, responsive to changed priorities or crises.
- Evidence-based and evaluates effectiveness.

We work well together



- Seeks constructive outcomes, listens to others, willing to compromise when appropriate.
- Builds constructive relationships across Plan International to support our shared goals.
- Develops trusting and ‘win-win’ relationships with funders, partners and communities.
- Engages and works well with others outside the organization to build a better world for girls and all children.

We are inclusive and empowering

- We empower our staff to give their best and develop their potential
- We respect all people, appreciate differences and challenge equality in our programs and our workplace
- We support children, girls and young people to increase their confidence and to change their own lives

Physical Environment

- Standard office environment with some exposure to heat, cold, dirt, noise and rainy weather conditions; dim or crowded surroundings, especially when in the field
- The post holder has a travel required of 40% to the field areas and the country office.

Level of Contact with Children:

- High level of contact with children

Inclusion and Diversity.

Plan International is an equal opportunity employer within the meaning of the relevant UN convention, Equality, diversity and inclusion is at the very heart of everything that Plan International stands for. Qualified Women and people with special needs are strongly encouraged to apply.

Employment of Relatives:

Plan International South Sudan is an equal opportunity employer. However, it discourages employment of relatives of staff members because of the conflict of interest associated with it. While trying to avoid such cases, applicants are required to declare in writing if they have any relatives working with Plan International South Sudan.

Application Submission Details:

All applications should be marked “Application for the Position of “Manager, Communications and Influencing” Based in Juba” and should be addressed to:

The Director of People and Culture - Shared Services
Plan International South Sudan
Juba, Hai Jerusalem.

NB: Applications can be submitted Online through hr.ss@plan-international.org



OR Hand delivered to Plan International Office in Juba.

The closing date for receipt of applications is before close of business on Monday, 3rd August 2026.

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