



**INTERNAL/EXTERNAL VACANCY ANNOUNCEMENT**  
Vacancy No. JBA 2023/17/07/0001

The Danish Refugee Council (DRC) is a private, independent, humanitarian organization founded in 1956 and currently working on all aspects of refugee cause in more than twenty-five countries throughout the world. The aim of DRC is to protect refugees and internally displaced persons (IDPs) against persecution and to promote durable solutions to the problems of forced migration, on the basis of humanitarian principles and human rights. DRC works in accordance with the UN Conventions on Refugees and the Code of Conduct for the ICRC and NGOs in Disaster Relief.

The protection and assistance to conflict affected population is provided within a long-term, regional and rights-based approach in order to constitute a coherent and effective response to the challenges posed by today's conflicts. Assistance consists of relief and other humanitarian aid, rehabilitation, support to return and repatriation as well as promotion of long-term solutions to displacement and its causes. In addition, support and capacity building of local and national authorities and NGOs form an integral part of DRC's work.

**Country and Project Background:**

The Danish Refugee Council (DRC) has been working in Sudan since 2004 and was subsequently present in South Sudan when it gained independence in 2011. DRC South Sudan programme's current focus is on supporting forcibly displaced and conflict-affected people, including refugees, internally displaced persons (IDPs) and returnees to access their rights in a safe and secure environment. Currently DRC is operational in greater Equatoria, Unity and Upper Nile, Jonglei and Western Bahr El Ghazal States, working in the sectors of Camp Coordination and Camp Management, Protection, Shelter/NFI, Food Security and Livelihoods, Demining and peacebuilding.

**DRC Seeks to Recruit:**

|                                       |  |
|---------------------------------------|--|
| <b>Position Title</b>                 | <b>Protection Manager – Mobile Response Team (MRT)</b> |
| <b>Reports to</b>                     | <b>Emergency Manager</b>                               |
| <b>Duty Station</b>                   | <b>Roving</b>  |
| <b>Contract Type</b>                  | <b>Standard</b>  |
| <b>Length of Contract</b>             | <b>12 Months</b>                                       |
| <b>Employment Start Date</b>          | <b>As Soon as Possible</b>                             |
| <b>Salary</b>                         | <b>According to DRC Salary Policy</b>                  |
| <b>Eligibility</b>                    | <b>South Sudanese Nationals Only</b>                   |
| <b>Advertisement Closing Deadline</b> | <b>4<sup>th</sup> August, 2023</b>                     |

**Overall purpose of the role:**

Under the direct supervision of the Emergency Manager, the Protection Manager is responsible for the management of DRC South Sudan's emergency integrated Protection programming, including GBV and General Protection, using a mobile or semi-static response modality. The Protection Manager will oversee emergency protection programming across South Sudan in hard to reach locations affected by conflict and/or natural disasters. This role will involve deployment to and the management of teams in remote field locations to implement protection activities including but not limited to rapid protection assessments, protection monitoring, IPA, community based psychosocial support, capacity building in protection, GBV response activities, including GBV crisis case management and the establishment and operation of women and girls' safe spaces.

To lead this work, DRC is looking for a candidate with ambition and experience to supervise a strong team and ensure



that DRC continues to be a leading voice in emergency protection programming in South Sudan.

**Responsibilities:**

To achieve the objectives of the position, the Mobile Protection Manager will perform the following tasks and undertake the following responsibilities:

**Programming**

- Undertake rapid protection assessments and protection monitoring exercises, including the development of assessment tools, supervise data collection, analysis of data, and drafting of assessment reports.
- Plan and oversee the implementation of protection response activities including IPA, community-based psychosocial support, capacity building in protection, GBV response activities;
- Provide technical guidance and support on protection and GBV to project staff to ensure quality implementation. Lead the deployment of project team
- Develop project workplans and track progress of the implementation of the activity.
- Provide capacity building on key protection and GBV topics for protection and non-protection staff;
- Provide regular updates on ongoing missions to the Emergency Manager.
- Collaboration with DRC CCCM, SNFI and FSL teams and other ERRM partners to plan and implement multi-sectoral emergency response.
- Closely work with the Emergency Manager and Head of Safety in mission planning and implementation to ensure appropriate safety measures that safeguard DRC team and assets during deployment.
- Ensure compliance with DRC and international policy, procedures and practices throughout emergency response activities;
- Preparation of necessary logistic and financial requirements prior to any mission deployment.
- Collaborate with the Emergency Manager and relevant Technical Coordinators in the development of concept notes and/or proposals and budgets for ongoing and future emergency protection activities.
- Contribute to the strategic direction of DRC Mobile Response Team with greater focus on protection through participation in strategy planning meetings and developing strategic documents.

**Budget Management**

- Develop mission budgets and cash requests, ensure the timely request and submission to the finance department
- Prepare monthly forecasts for the Protection programme and track budget expenditures to ensure timely utilization of funds vis-à-vis work plans, and implementation schedules and adjust budget forecasts when needed.

**Human Resources and Administration**

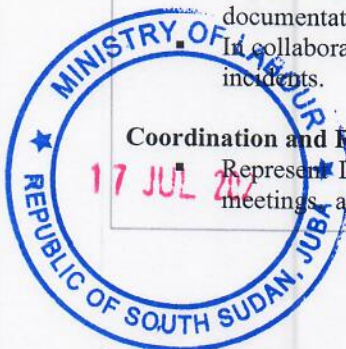
- Overall responsibility for managing the national mobile protection staff including ensuring positive and collaborative working relationships within the team and with external stakeholders.
- Initiate and manage the recruitment of mobile protection staff, including the development of job descriptions and completing interviews.
- Conduct performance planning and appraisal for staff, identifying areas for capacity building and training. Contribute activity to the evolution of the country office nationalization strategy and policies.
- Carry out protection staff skills needs assessments, prepare annual capacity building and training plans in consultation with the line manager, Protection Coordinator and HR Manager and oversee the execution of the plan.
- Ensure all staff are trained on and adhere to on the DRC's Code of Conduct.

**Logistics, Procurement, Safety and Security**

- Develop supply/procurement plans for mobile protection activities and coordinate with the Logistics personnel for their delivery to the field as per project planning.
- Develop mission safety plans and provide pre-deployment safety and security briefings.
- Ensure staff compliance with security management rules and procedures (for i.e. ensuring relevant documentation and procedures are understood and adhered to by staff).
- In collaboration with the Emergency Manager, provide support to the field teams in the management of security incidents.

**Coordination and Representation**

Represent DRC and actively participate in the Protection Cluster meetings as required, ERRM coordination meetings, and meetings with donors relevant to protection in consultation with the line manager. This may



- include attending and providing presentations on assessments at Protection Cluster meetings and other stakeholders, including project donors.
- Coordinate with the CCCM, FSL, and SNFI sector leads within the Mobile Response Team to plan and oversee multi-sectoral emergency interventions. Liaise regularly and work closely with, operations and finance staff during mission planning and implementation.

**Experience and technical competencies:** (include years of experience)

- University degree or higher education in human rights, social work, law or related field.
- At least Five years' experience working in protection programming in complex humanitarian settings;
- Experience in carrying out protection monitoring and rapid protection assessments.
- Knowledge of and experience in GBV response programming, including GBV case management, women and girls' safe spaces, and PSS with GBV survivors and women and girls at risk of GBV is highly desirable.
- Demonstrated experience in team management, including previous experience in the direct line management of staff.
- Ability to multi- task and oversee interventions in different field locations concurrently.
- Solid experience in project cycle management, including proposal writing, budget management and donor reporting;
- Proven experience of capacity building and training, including preparation of materials and facilitation, particularly on the topics of human rights, protection mainstreaming, community-based protection, gender-based violence guiding principles, child protection minimum standards, protection information dissemination.
- Established capacity to deal with stressful situations, willingness to work in remote and isolated locations.
- Good computer and IT skills and strong English communication and writing skills
- Female candidates are strongly encouraged to apply.

**Desirable qualifications**

- An understanding of the South Sudan context.
- Self-motivated and able to work with a minimum of guidance and supervision;
- Experience working in security-sensitive environments and enforcement of team security protocols is an asset.

**Education:** (include certificates, licenses etc.)

- University degree in law, international cooperation, social sciences or social work (bachelors as a minimum)

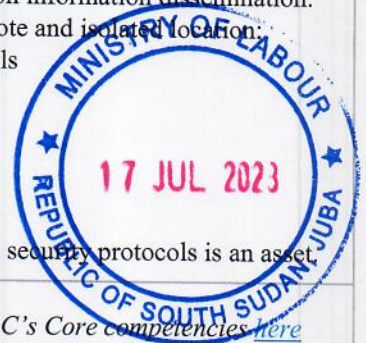
**Languages:** (indicate fluency level)  
English and local Arabic

**Key stakeholders:** (internal and external)  
Protection Coordinator, ERRM partners, FSL, CCCM and SNFI colleagues, finance and supply chain colleagues

Find the definition of DRC's Core competencies [here](#)

All DRC staff should master the 5 core competencies:

- Striving for excellence:** you focus on reaching results while ensuring an efficient process
- Collaborating:** you involve relevant parties and encourage feedback.
- Taking the lead:** you take ownership and initiative while aiming for innovation.
- Communicating:** You listen and speak effectively and honestly.
- Demonstrating integrity:** you act in line with our vision and values



**How to apply**

Please send a covering letter outlining how your skills and experience meets the Person Specification along with your CV to Human Resources Department through [ssd-jobs@drc.ngo](mailto:ssd-jobs@drc.ngo). OR Submit your hard copy application to the Human Resource Department to the attention of HR Officer DRC Office or to any DRC field offices. Title of the position/vacancy number **MUST** be clearly mark in the application and on envelop.

**Further information**

Please note, as this position is urgent, applications will be reviewed on a rolling basis and interviews held prior to the advert closing date.

We appreciate your application however; only short-listed candidates will be contacted for interview. If you have not been contacted within two weeks of the closing date we regret that your application has been



unsuccessful. Please continue, however, to periodically review our website, South Sudan NGO Forum website <http://comms.southsudanngoforum.org/> for other suitable opportunities.

**DRC as an employer**

By working in DRC, you will be joining a global workforce of around 8000 employees in 40 countries. We pride ourselves on our:

- Professionalism, impact & expertise
- Humanitarian approach & the work we do
- Purpose, meaningfulness & own contribution
- Culture, values & strong leadership
- Fair compensation & continuous development

DRC's capacity to ensure the protection of and assistance to refugees, IDP's and other persons of concern depends on the ability of our staff to uphold and promote the highest standards of ethical and professional conduct in relation DRC's values and Code of Conduct, including safeguarding against sexual exploitation, abuse and harassment. DRC conducts thorough and comprehensive background checks as part of the recruitment process.

