

**Advertisement  
INTERNAL/EXTERNAL VACANCY ANNOUNCEMENT  
Vacancy No: JBA-2019/2/10/1**



**Who we are?**

The Danish Refugee Council (DRC) is a private, independent, humanitarian organization founded in 1956 currently working on all aspects of the 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/Danish Demining Group (DRC-DDG) has been working in Sudan since 2004 and was subsequently present in South Sudan when it gained independence in 2011. DRC-DDG 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-DDG is operational in Greater Equatoria, Unity and Upper Nile States. Currently the South Sudan Programme works in 5 field locations, working in the sectors of Camp Coordination and Camp Management, Protection, Shelter/NFI, and Food Security and Livelihoods and Demining.

DRC-DDG Seeks to Recruit: -

Position Title	Protection Officer
Report to	Protection Manager
Duty Station	Roving
Contract Type	Fixed-term with possibility of extension depending on funding availability
Employment Start Date	1 <sup>st</sup> November 2019
Eligibility	South Sudanese nationals only
Salary	According to DRC DDG Salary policy – non negotiable
Advertisement Closing Deadline	22 <sup>nd</sup> October, 2019

**Overall purpose of the role:**

The Protection Officer (PO) will undertake protection/human rights assessments in the areas with communities who have been displaced due to new shocks or protection risks (or returnees). His/her role will be to identify the protection concerns and risks of the population of concern by obtaining information through focus group discussions and key informant interviews with those affected, and particularly with Person with Specific Needs (PSNs), conducting age/gender/diversity -appropriate interviews, observation, and providing psychosocial first aid (PFA). The PO will also contribute to the analysis of data collected and reporting of protection risks identified to the team and other relevant actors in order to address the identified protection concerns. Additionally, the PO will address protection concerns through service mapping of protection actors and contributing to the establishment of a referral pathway, and the provision of PFA and referrals to the relevant actors in the site. Also, the PO, with support of the Protection Manager, will be responsible for delivering workshops and trainings at the community level and to other stakeholders on human rights and protection principles. The PO will throughout his/her work ensure confidentiality and strictly adhere to the DRC Code of Conduct

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## Responsibilities:

Under the supervision of the protection Manager, the Protection officer will perform the following Tasks:

- Conduct age /gender/diversity appropriate focus group discussions with persons of concern, following protection guideline, principles and appropriate interview techniques and conduct FGDs with adults focusing on protection concerns.
- Conduct key informant interviews with members of the community that are able to represent the PSNs in the community and identify protection needs.
- Mobilize the community and facilitate awareness raising activities, in collaboration with the protection mobile team members as well as partners organization to disseminate information about human rights, protection principles and related services available in the area.
- Record persons with specific needs and refer them to the appropriate services providers, following referral principles and guidelines.
- Identify IPA support to be provided to vulnerable persons, particularly children and women, facing a specific protection threat and refer the cases to the protection manager.
- Ensure the client's referred are recorded /documented in the referral book on daily basis and follow up with the clients to ensure a meaningful access to the services.
- Assist the protection manager with designing training modules and tools on topics such as human rights, women rights, child rights and protection principles for committees and other community structures.
- Conduct trainings to partners on protection mainstreaming and the communities on community based protection network.
- Prepare all necessary documents for each presentation (including weekly vehicle movement plans, order request, payment requests etc.,) and for the reconciliation of the money spent during each activity.
- Help prepare terms of reference and safety plans for mission planning.
- Gather information for targeting location through contact with on ground actors and regularly update triggers table for new locations.
- Compile reports of activities of activities undertaken when requested
- Work with the protection manager and fellow protection officers to create weekly plans to schedule the teams programs activities focusing on the protection related activates (FGD, Information dissemination, IPA, etc.).
- Liaise and build partnership with community leaders, chiefs and other relevant actors to encourage participation in support for and better understanding of the program activities.
- Assist in the collection and analysis of data relevant to the IDP population and protection concerns, focusing particularly in protection.
- Participate in daily planning, daily briefing sessions and report writing.
- Participate in in coordination meetings as requested by the protection manager, if and when relevant.
- Perform any other duties as requested by the protection manager.

## PERSON SPECIFICATION

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

- Higher Diploma or Degree in Social Sciences, Law, Social Work or related field
- At least 2 -3 years' community-based experience involving human rights and multi sector protection experience (this includes, but is not limited to, providing psychosocial support to children, providing training on human rights, protection mainstreaming, and case work)
- Demonstrates strong knowledge of protection minimum standards, protection in emergencies principles, and human rights principles
- Experience conducting protection centric multi sector rapid assessments in South Sudan
- Experience carrying out and supervising training at different scales with different partners
- Comprehensive understanding of protection issues and responses, such as working with PSNs, Women and Children, and the best interest of the human rights principles
- Comprehensive understanding of human rights, women rights and humanitarian principles
- Knowledge of Microsoft Word, Excel and Outlook application software
- Fluency in English and Arabic required
- Commitment to human rights, women rights and child protection principles
- Strong English writing and organizational skills
- Familiarity with customary laws, judiciary systems and legal developments and issues in Southern Sudan, particularly related to children.

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### Desirable qualifications

- Excellent interpersonal skills and works well with people of different cultures, gender and, backgrounds
- Works collaboratively with team members to achieve results
- Remains productive when under pressure with the ability to prioritize effectively, and respects and adheres to deadlines
- Able to work in a variety of environments and is prepared to conduct field missions for several weeks at a time, to remote locations with few amenities
- Strong relationship building / interpersonal skills;
- Positive attitude;
- Energetic and interested

### Languages: indicate fluency level

- English (fluent)
- Arabic (fluent)

### How to apply

Please send a covering letter outlining how your skills and experience meets the Person Specification along with your CV, academic documents and National ID Card 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 Manager DRC-DDG Office located along Addis Ababa Road opposite NPA Mine Action Main Office

Title of the position/vacancy number MUST be clearly marked in the application and on envelop.

**Gender equity:** DRC-DDG is committed to achieving gender parity in staffing at all levels. In light of this women candidates are particularly encouraged to apply to bridge the gap.

**Equal Opportunity:** DRC-DDG is an equal opportunity employer. We value diversity and we are committed in creating an inclusive environment base on mutual respect for all the employees. We do not discriminate on the basis of age, sex, disability status, religion, ethnic origin, color, race, marital status, or other protected characteristics.

### Further information

Please note, as these positions are urgent, applicants may be shortlisted and interviewed prior to the 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://www.southsudanngoforum.org/boards/index.php?board> for other suitable opportunities.

