

Date: 4th March 2022

BRIEF BACKGROUND OF HUMANITY AND INCLUSION

HI is an international independent and impartial aid organization working in situations of poverty and exclusion, conflict and disaster, alongside people with disabilities and vulnerable populations, taking action and bearing witness in order to respond to their essential needs, improve their living conditions and promote respect for their dignity and fundamental rights.

Humanity and Inclusion is therefore seeking to recruit a qualified and dedicated Candidate for the Position detailed below: -

Job Title:	MHPSS OFFICER
Vacancy position	1 Position
Country Program:	South Sudan
Duty Station:	Juba
Position Reports to:	Operations Manager
Position Opened for:	South Sudanese
Contract Duration:	3 Month with Possibility of extension depends on Funding
Desired Start Date:	ASAP
Closing Date:	24th March 2022

OBJECTIVES OF THE POST

Under the responsibility of the Project Manager and in close cooperation with the MHPSS Technical Specialist and the MHPSS Team, the MHPSS Officer will be in charge of:

- Providing MHPSS technical support for the implementation of MHPSS activities across multiple HI project sites
- In coordination with MHPSS Technical Specialist, support the coordination of MHPSS service provision with affected communities, DPO/CSO or disability activist groups, staff and partners involved and/or supporting the project, while ensuring all stakeholders work together collaboratively to promote MHPSS disability inclusive strategies and operations
- Actively participate in the recruitment of the MHPSS team (job description, network identification, technical interviews, etc.)
- Effectively developing and mentoring a team promoting disability inclusive MHPSS response, including clinical supervision, development of individual plans of action, and performance support
- Regularly contribute to reporting on the MHPSS activities (statistics, review monthly objectives etc.) as per requested by the Technical Specialist



- Based on identified gaps and needs in addressing the challenges faced by people with MHPSS problems in South Sudan and the protection risks they face, participate in strategy development and methodology of intervention to promote the uptake of inclusive MHPSS service provision as a cross-cutting issue
- Based on identified gaps and needs, participate in the development of a strategic action plan and capacity building plan with mid-term and long-term objectives to promote the protection and inclusion of people with MHPSS problems.
- Identifying relevant opportunities, allies and entry points at sectorial, inter-sectorial, national and local level (humanitarian coordination mechanisms, government/state actors, civil society actors etc.) to promote reliable, helpful, and supportive MHPSS strategies, programming, and data systems.

JOB DESCRIPTION

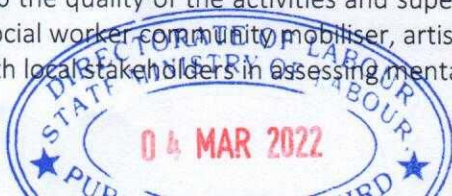
The MHPSS Officer will work closely with HI staff and humanitarian actors to assess and address the needs of GBV survivors, persons with disabilities, and persons with mental health and psychosocial problems, wounded persons and other vulnerable individuals exposed to violence in. He/she will be responsible for conducting ongoing professional development through supervision, training sessions and awareness raising actions targeting HI staff and other humanitarian actors on a MHPSS community- based approach.

HI projects seek to reduce vulnerabilities and improve the resilience of the most vulnerable individuals, families and communities, including people with disabilities through promoting the access to community based Mental Health and Psychosocial Support interventions and ensuring disability-inclusive humanitarian strategies, data systems and assistance. The community based approach relies on the healing abilities of key actors of the community in order to restore broken social fabric and solidarity mechanisms, help connect with existing service providers. With this approach, HI also aims to promote the protection and equitable service access and participation of people with disabilities and other groups discriminated against by anchoring disability as a cross-cutting approach within all humanitarian responses and at all levels of intervention (strategic level to field level).

The position is field based in Juba with frequent travel to the field

Technical support to the project (35%)

- Provide support in the definition and implementation of projects and to propose specific psychosocial group and individual activities
- Support the formalization of training manuals
- Coaching the teams & training delivery
- Assisting the Technical Specialist and MEAL team in finalization of the MEAL tools and processes & training the staff on their use
- Assume an advisory function and assist the Technical Specialist in the monitoring and evaluation of project implementation by developing, reviewing and amending assessment and monitoring tools as required by the Technical Specialist
- Support the implementation of the technical part of the project and plan regular field visits to monitor and oversee the technical component and trainings.
- Identify locally available external skills and expertise that could contribute to the quality of the project activities.
- Provide technical support in the implementation of the mental health community awareness campaign.
- Follow up the quality of the activities and supervise and monitor the HI and partner technical teams: counselors, psychosocial worker, community mobiliser, artists etc.
- Work with local stakeholders in assessing mental health needs and developing MHPSS activities in all project sites



- Participate in the construction of a monitoring system and relevant indicators along with other team members
- Support the development of MHPSS tools and methodologies for HI staff to implement with partners in all locations and projects

Capacity Building & needs analysis of HI staff and partners (35%)

- Contribute to needs assessments to develop staff capacity building initiatives.
- Implement training of field staff in coordination with the Technical Specialist and project manager, the assistant project manager and the site officer.
- Conduct in-services, workshops and staff development programs in all project locations.
- Regularly support the Technical Specialist in evaluating the MHPSS technical components of activities implemented through partners
- Participate in drawing up strategies and/or the annual implementation plans of the project.

Support Lessons learnt & Research Implementation (10%)

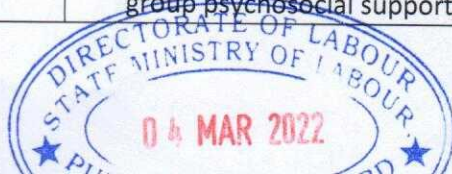
- Participate in needs assessments, impact evaluations and studies in order to determine the effectiveness of the HI response.
- Support the implementation and organization of a research evaluation based on project modalities and support a technical national MHPSS conference.
- Contribute to capitalization of tools and MHPSS technical implementation in South Sudan

Coordination, Networking & Reporting (20%)

- Report on a regular basis to the Technical Specialist on lessons learned, challenges, successes and areas to expand.
- Coordinate with the relevant coordination structures both on a national level and in all three project locations.
- Carry out basic admin duty as required by the Technical Specialist

PROFILE SOUGHT

	<u>Essential</u>	<u>Desired</u>
<u>Diploma(s):</u>	Master degree in Psychology	Degree in Clinical Psychology
<u>Experience:</u>	<ul style="list-style-type: none"> - At least 3 years' experience in working with NGOs and civil society in developing and emergency interventions - Experience of working on Mental Health and Psychosocial Support Community Based activities - Must possess clinical experience in providing individual counselling and group psychosocial support 	<ul style="list-style-type: none"> - Experience in both development and emergency fields - Experience in insecure environments - Experience/knowledge capacity building and clinical supervision.



<p><u>Competencies:</u></p>	<ul style="list-style-type: none"> - Proven ability in mobilizing community networks, awareness raising and advocacy - Experience in participatory approach to work with community based organizations and local artists - Excellent reporting capacity skills (written and oral communication) - English speaking mandatory - Mastery of office software applications; word, excel, power point 	<ul style="list-style-type: none"> - Knowledge in training methodologies / adult education, pedagogy - Experience in Rights of Persons with Disability advocacy - Arabic speaking is an added value.
<p><u>Personal qualities:</u></p>	<ul style="list-style-type: none"> - Strong people/team management skills - Patience, flexibility and diplomacy abilities - Stress resistant in a very challenging environment - Sense of humor - Respecting and promoting individual and cultural differences - Communication aptitude, open-mindedness, creativity, pro-activity - Good problem solving skills - Able to multitask and prioritize - Ensuring effective use of resources 	<ul style="list-style-type: none"> - Capacity to work successfully with Disabled People's Organizations/CBOs

<p>Education:</p> <ul style="list-style-type: none"> • Graduate-level degree • Experience and knowledge of following programme areas: Disability Inclusion, Mental Health & Psycho-Social Support, Protection. • Prior experience utilizing participatory and inclusive research methodologies. • Proven skill-set in professional context and needs-based analysis. • Arabic language skills. 	
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Languages: (indicate fluency level)

- Proficiency in English and Arabic
- Proficiency in any other local languages would be an advantage

YOUR PROFILE:

- University degree in relevant field such as development studies, international cooperation, social sciences or human rights law (bachelors as a minimum);
- At least 3 years' experience in project cycle management, including budget management, administration and logistics.
- At least 3 years' experience managing complex humanitarian and/or development response efforts.
- Experience of coordinating project activities and staff teams across multiple locations;
- Demonstrated experience and ability for rapid, accurate context and needs-based analysis, strong decision-making, and translation of programmatic learning and priorities into response.
- Demonstrated experience in evidence-based monitoring and evaluation standards;
- Demonstrated successful leadership experience managing a multi-disciplinary team and cross-cultural dynamics;
- Experience with different donors programming and reporting: DFID, ECHO, CHF and UN.
- Proactive and flexible approach with strong organizational and planning skills.
- Established capacity to deal with stressful situations, willingness to work in remote and isolated location;
- Ability to respond to multiple priorities in a timely manner, producing high-quality outcomes.
- Strong commitment to HI's vision, mission and core values;

HI's Core Values

- To demonstrate an ethical and professional practice
- Respect beneficiary confidentiality.
- Respect and promote HI's Policies on Sexual Exploitation and Abuse and Child Protection and report to your line manager any non-respect of HI's policies amongst the teams or partners.
- As an employee of Humanity and Inclusion, all staff is required to guard against any abuse of authority. In no circumstances should he/she profit from his/her situation in order to divert assistance from its final destination or obtain favors of any nature (notably sexual).
- The employee must show respect and consideration towards his/her contacts (beneficiaries, partners, colleagues...), with particular attention for people in vulnerable situations. In no circumstances should he/she commit an act or adopt behavior liable to injure one of his/her contacts either physically or psychologically, or cause him/her harm of any sort.



Excellent communication skills in English (verbal and written) including the ability to write reports, to document good practices and lessons learnt, and write concept notes and proposals.	

HOW TO APPLY

Qualified Candidates are to submit their CVs and Cover Letters clearly mentioning the Position in the Job title as indicated above.

You can submit your CV and Cover Letter to:

Human Resources and Administration Department, Humanity and Inclusion, Juba HI office
located at Hai Amarat, Havana Street Juba South Sudan not later than **March 24th, 2022**
Email: recruitment@southsudan.hi.org

NOTE: Due to urgent need for the position, screening and shortlist may be done on daily basis as CVs comes and the position may be filled before the expected start date.

Humanity and Inclusion is an equal employer and encourages applications from qualified Female candidates and persons with disabilities.