

**USAID Afia Water, Sanitation and Hygiene (WASH) -Project
SCOPE OF WORK**

TITLE: Social Behavior Change (SBC) -Advisor
DURATION OF CONTRACT: LTTA
LOCATION: Juba, South Sudan
SUPERVISOR: Deputy Chief of Party



Project Background:

The purpose of the Afia Water, Sanitation and Hygiene (WASH) Project is to expand gender-transformative sustainable access to basic safe drinking water, basic sanitation coverage, and increase uptake of key hygiene behaviors to improve health and household resilience in accordance with USAID/South Sudan's Strategic Framework.

Position Summary:

The Social Behavior Change (SBC) Advisor is responsible for providing technical oversight across social behavior change, gender, women's empowerment, community engagement, protection, and sanitation activities. The SBC Advisor will be responsible for ensuring technical excellence and the integration of social behavior change and gender-sensitive solutions across all WASH programming. He/She is expected to design and implement a comprehensive SBC strategy, grounded in formative research, to improve WASH behaviors and address harmful, WASH-related social norms around gender (i.e., gender norms). Reporting to the Deputy Chief of Party (DCOP), the SBC advisor will lead the technical component team and will oversee multiple GESI, Community-Led Total Sanitation (CLTS), and Social Behavior Change Specialists located across multiple field offices.

Duties and Responsibilities:

The SBC Advisor will provide oversight, guidance, and support to, and be ultimately responsible for:

- Technical leadership and management for relevant program components focused on social behavior change, sanitation, and gender sensitive approaches.
- Oversight and management of GESI, CLTS, and Social Behavior Change Specialists located across multiple field offices.
- Design and implementation of an at-scale, comprehensive SBC strategy, including: 1. demand-led, locally tailored CLTS plans, to increase the adoption of key sanitation and hygiene practices, and 2. a robust program designed to shift harmful gender norms across Gender Aware, Sustainable WASH target communities.
- Development and implementation of formative research activities specifically related to community aspirations, taboos, behavioral drivers, gender norms, barriers, environmental determinants of improved WASH behaviors, and ingrained social norms, particularly those faced by and creating inequities for women and girls.
- Development of at-scale, demand-led, and geographically- and needs-tailored localized CLTS plans at county, state, and national levels.
- Strengthening of GESI capacity and understanding across project offices and teams, ensuring adequate knowledge across staff on basic GESI principles, mechanisms, and language
- Capacity development of project staff to build and integrate gender sensitive practices into WASH programming throughout the project cycle including conducting gender analysis, designing gender-sensitive projects, and using gender-sensitive monitoring practices.

- Regular visits to project sites, to provide technical assistance and ensure proper implementation and monitoring of SBC and GESI project activities.
- Drafting inputs to required progress reports, including monthly, quarterly, semi-annual, and annual reports for the Chief of Party and donors, as needed.
- Other tasks as assigned by supervisor.

Education and certifications:

- At least a bachelor's degree in social behavior change, gender studies, international development, social science, social or public policy, or a related field of study required.
- Master's degree in the above fields preferred.
- A combination of a post-secondary Diploma in a relevant field required and additional relevant professional experience may be considered.

Key Position Competencies and Experience:

- A minimum of six (6) years of progressively responsible experience (if with a Master's degree) or ten (10) years of progressively responsible experience, with at least two (2) in gender and social inclusion and/or social behavior change programming, similar experience in youth programming highly desired.
- A minimum of two (2) years of experience (with a Masters) or five (5) years of experience (with a Bachelors), managing a department of three or more people
- Five (5) years of previous experience of working on USAID and other donor-funded projects or in international development.
- Demonstrated knowledge of social behavior change, gender and social inclusion theory, analytical work, and trends in current programming and donor policy
- Familiarity with donor policies, such as USAID's gender and social inclusion policies.
- Demonstrated knowledge of social behavior change and gender in the South Sudanese context.
- Experience in providing in-person or remote trainings to staff or partners with differing exposure with SBC and GESI issues.
- Familiarity in addressing issues related to Safeguarding and Gender-Based Violence within the South Sudan context preferred.
- Experience in technical writing and drafting of MEL plans with lens on gender equality and social inclusion preferred.
- Strong organizational and interpersonal skills and ability to work calmly under high stress and in a very fast-paced environment.
- Ability to synthesize and summarize large amounts of complex information so that it can be presented in a simple and easy to understand way.
- Effective written and oral communication skills
- Demonstrated problem solving and analytical skills and good judgement.
- Be proactive, have strong prioritization skills, and versatility.
- Have integrity, empathy, and demonstrated ability to work cross-culturally.
- Possessed leadership skills, humility, and self-awareness.
- Ability to communicate clearly and concisely, both written and verbally in English and spoken Arabic required, and other local languages preferred.
- Position open to South Sudan nationals only



DT Global Core Competencies:

- **Teamwork:** Works cooperatively and effectively with others to achieve common goals. Participates in building a culture characterized by inclusion, trust, and commitment.
- **Communication:** Effectively conveys information and expresses thoughts professionally. Demonstrates effective use of skills and displays openness to other people's ideas and thoughts.
- **Adaptability:** Adjusts planned work by gathering relevant information and applying critical thinking to address multiple demands and competing priorities in a changing environment.
- **Customer/Client Focused:** Anticipates, monitors, and meets the needs of customers and responds to them in an appropriate and responsive manner.
- **Diversity & Inclusion:** Conveys respect for diverse individuals and perspectives; models inclusive behavior and treats everyone fairly.
- **Professionalism:** Displays appropriate and ethical behavior, integrity, and personal presentation in the workplace always; demonstrates respectful communication for others, both verbal and non-verbal.

Application Process:

To apply, please send your CV and Letter of Motivation **as one single document** to afiawash.recruiting@dt-global.com. Your attachment must be less than 1 megabyte in size; your CV must include your full name, email, and phone number; and DO NOT submit any other recruitment documents at this time. In the email subject line, include the **title AND location** of the position you are applying for, as advertised at the top of this job vacancy announcement. Only candidates who are short-listed will be contacted. **The deadline for submissions is Monday, November 20, 2023, at 05:00PM (17:00), CAT.** Emailed CVs received after this time will be considered only at DT Global South Sudan discretion.

DT Global South Sudan is an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, veteran status, gender identity, or national origin. DT Global prohibits discriminating against employees and job applicants who inquire about, discuss, or disclose the compensation of the employee or applicant or another employee or applicant.

