



Approved  
16/8/2024



**Job Title:** Protection Officer  
**Organisation:** Johanniter-Unfall-Hilfe e.V. / Johanniter International Assistance  
**Job Location:** Wau, Jur River in Western Bahr El Ghazal  
**Posting date:** Aug 9, 2024  
**Closing date:** Aug 30th, 2024

**Organisation Description:** Johanniter-Unfall-Hilfe e.V. ([www.thejohanniter.org](http://www.thejohanniter.org)) is a German Christian non-governmental organization, dedicated to excellence in the field of first aid, ambulance service, social service programs, and other projects in the medical and social field. The Federal Headquarters are based in Berlin, Germany. Johanniter International Assistance is the operational unit for humanitarian aid, development co-operation, and emergency relief, implementing and supporting mostly health projects worldwide.

**Our Do No Harm Commitment:** Johanniter International Assistance (Johanniter) takes a zero-tolerance approach to sexual exploitation, abuse and harassment. This applies to our own organisation and extends to those we work with. Working together with others, we continue to strengthen our approach to safeguarding – by enhancing accountability, improving support for people affected by sexual exploitation, abuse and harassment, and driving cultural change through strong leadership. Our recruitment background check includes Safeguarding aspects.

We have a zero-tolerance policy when people cause harm to others. Staff who misbehave or are complicit are held accountable for harmful actions. It is the employee's responsibility to promote appropriate behaviour and to report infringements that could potentially harm those in our organisation's care and damage the reputation of Johanniter. Those who raise complaints or concerns are appropriately protected and respected.

### Job Responsibilities and Accountabilities

#### Overall job purpose

Working directly under the direct supervision of the Protection Specialist, the Protection Officer is responsible for day-to-day implementation of the assigned protection activities in Western Bahr El Ghazal as part of Johanniter's emergency response, early recovery and resilience building programming. The incumbent is responsible for monthly, weekly and daily planning and implementation of the assigned activities in line with the annual work plans within the protection sector according to technical standards, best practices and lessons learned in a transparent and accountable way and in a timely manner. The activities assigned to the position holder span contributing to creating and updating referral mechanisms; Community Based Protection; through provision of PSS first aid; Prevention from Sexual Exploitation and harassment (PSEA), tackling gender-based violence (GBV); child protection activities; to efforts ensuring inclusion of people with disabilities or other socially excluded individuals or communities in Johanniter's programming and gender mainstreaming.

#### Tasks:

#### Programme Implementation and Quality (45%)

- Plan execution of the assigned activities in line with projects general work plans in close coordination with other technical and operations staff.
- Efficiently utilize the budget allocated for the assigned activities in line with the work plans, regularly monitor the spending rate of the assigned budget lines; propose corrective measures in case of under or over-spending.
- Contribute to development of appropriate targeting criteria and mechanisms to ensure the needs of identified vulnerable groups are met; conduct or contribute to beneficiary selection and verification process.
- Liaison and maintain links with community representatives, conduct community mobilisation, engage consistently with project participants and other relevant stakeholders.
- Ensure smooth delivery of protection technical outcomes through daily implementation of the planned activities, in line with national and international technical and humanitarian standards, guidelines and best practices (e.g. Sphere standards, International Humanitarian Law, Do No Harm, Core Humanitarian Standards, Humanitarian inclusion standards for older people and people with disabilities) and considering lessons learned to achieve the best possible outcome while complying with donors' requirements and Johanniter internal procedures and program standards.
- Contribute to development of training and awareness raising materials including materials for community sensitization.





- Conduct or support technical capacity building sessions and workshops for assisted communities; conduct or support distributions of procured items and provide required support to the project participants in line with the work plan.
- Monitor progress of the assigned interventions' indicators against programmatic and budgetary targets and ensure the targets are achieved on time and in line with the project's documentation.
- Ensure quality of programming and technical guidance of program implementation through frequent field visits.
- Support ownership of local communities and contribute to development of exit strategies and handover to individuals and communities.

#### **Monitoring, Evaluation, Accountability, Learning and Reporting (20%)**

- Regular data collection, verification, record keeping, storage and management of an up-to-date activity level data and information used for measuring activity progress, reporting or as a reference in new proposals.
- Providing accurate and complete data and information as part of weekly and monthly updates on activity progress showing achievements against planned activities and inputs to project progress reports adhering to Johanniter and donor requirements and submit to line manager or other stakeholders as requested by line manager
- Work closely with PMEAL team and line manager to support development and maintenance of community feedback mechanisms accessible by the most vulnerable individuals, appropriate to safeguard sensitive personal data.
- Prepare and execute action plans responding to gaps and areas of concern identified through monitoring or community feedback mechanism, as part of organizational learning and adaptive programming.
- Support knowledge management, document project information, lessons learned, success stories, case studies and pictures.
- Contribute to ensuring compliance to internal, donor and governmental requirements, systems and processes during the planning and implementation

#### **Internal Collaboration and Coordination (10%)**

- Closely collaborate with other Technical Officers within the same or from other sectors or sub-sectors (e.g. health, nutrition; WASH; food security and livelihoods) to ensure internal coordination contributing to successful implementation of multisector interventions, high impact and creating synergies.
- Closely coordinate the implementation and collaborate with Johanniter operations departments and units (i.e. logistics, HR, administration, finance) to ensure smooth implementation and timely identification and addressing challenges.
- Contribute to timely preparation and execution of procurement plans through providing quality and technical specifications of all protection-specific supplies required.
- In close coordination with admin and logistic units ensure all expenditures are tracked through appropriate record keeping and adherence to internal and donor administrative, financial and procurement guidelines as procedures.
- Serve as security focal point in the field sites.

#### **Human Resources (10%)**

- Support capacity development of junior technical staff, i.e. Technical Assistants; GBV Community Mobilizers, Child Protection Promoters through the provision of training and technical support and guidance, on the job training, mentorship and coaching to ensure they can implement assigned activities and accomplish quality results.
- Day to day management and supervision of staff under the position holder's supervision and indirect supervision of the network of community volunteers.
- Performance management and evaluation of performance objectives of the assigned staff.

#### **External Coordination, Partnership and Representation (10%)**

- Contribute to close collaboration and coordination with relevant external stakeholders including community representatives and community-based organisations, local authorities and government bodies (e.g. the State Ministry of Gender), NGOs (e.g. Protection cluster partners) and clusters at the sub-regional/county level (e.g. GBV working group) to guarantee smooth implementation of activities and efficient information exchange.
- Support promotion and maintaining good partnership with external stakeholders in the spirit of respect, equity, transparency and complementarity.





- Attend cluster and coordination meetings and other relevant engagements as assigned by the line manager and update the rest of the team on the outcomes of such meetings.

### **Programme Development (5%)**

- Contribute to identification of Johanniter's geographical areas of interest according to humanitarian context, vulnerable populations' needs and national and donors' priorities.
- Assessing needs and gaps in access to and provision of protection services and facilities at the household and community level in close coordination with communities, government representatives and other actors; proposing adequate interventions to respond to the needs.
- Support fundraising initiatives through contribution to proposal development and identification and design of new interventions and programmes.

### **Person Specifications**

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#### **Professional Qualification and Experience:**

- Minimum of University Degree/Diploma in a relevant field, preferably social work or other social sciences, public health, community health or related field.
- Essential technical knowledge of protection, gender and/or gender-based violence; human rights, reproductive health issues and prior training in gender mainstreaming.
- At least 3-4 years of relevant work experience in implementation of protection or GBV interventions in a humanitarian or development context including conducting baseline assessments, community mobilization and capacity building of project participants or junior staff.
- Proven previous experience in project location.
- Previous program implementation experience of multi-sectoral programs at national level is desirable.
- Committed, mature individual able to take responsibilities and make decisions in a transparent and accountable way; ability to set clear objectives and successfully achieve them.
- Detail-oriented individual with good multi-tasking abilities and good communication skills, both oral and written
- Fluency in local language and ability to speak English with clarity and ease.
- Excellent computer skills and competency in Microsoft Office
- Experience in coordination with local, national and international actors (i.e.: NGOs, INGOs, local authorities, UN, cluster system, donors) is desirable.
- Good planning and analytical skills;
- Experience in MEAL and report writing, experience in finance, logistics and procurement is desirable.

**This position is only open to Qualified South Sudanese Nationals.**

***Qualified women are highly encouraged to apply.***

#### **How to apply:**

Send your CV, motivation letter, and certificates via email to [hr.southsudan@thejohanniter.org](mailto:hr.southsudan@thejohanniter.org)

Not later than **30<sup>th</sup> August 2024, at 5:00pm CAT**

Please indicate the title/location of the position you are applying for in the subject line of your application.

***NB. "Due to urgency of this position, Applications will be reviewed on rolling basis and the position will be filled before the deadline"***

All copies of your application/documents will remain the properties of Johanniter International Assistance.

***"DO NOT SUBMIT ORIGINAL DOCUMENTS"***

