



Plan International South Sudan
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 P.O. Box 182, Hai Cinema. Juba



PLAN INTERNATIONAL SOUTH SUDAN
JOB ADVERTISEMENT

Plan International is an independent development and humanitarian organization that advances children’s rights and equality for girls. We drive changes in practice and policy at local, national and global levels using our reach, experience and knowledge. For over 80 years we have been building powerful partnerships for children and girls, and we are active in over 80 countries. Plan International has been working in South Sudan since 2009 and in close collaboration with the key stakeholders at all levels to bring positive and sustainable changes in the lives of children and girls of South Sudan.

In order to enhance its response program, Plan South Sudan is seeking to recruit a qualified South Sudanese for the position of **“Sexual Reproductive Health Rights Coordinator – Rumbek”**.

No. of Vacancies (1)

Job Title:	Sexual Reproductive Health Rights Coordinator
Tenure	12 Months (With Possibility of Extension)
Grade	D1
Department	Programme
Reports to	Project Manager with dotted line to SRHR Manager
Location	Rumbek PIA Office

Purpose of the Role:

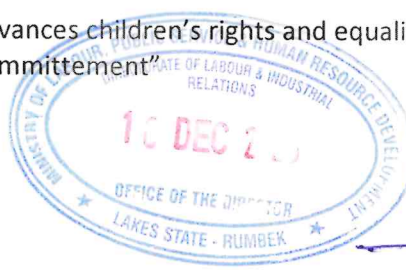
Plan International South Sudan programme is highly dependent on grant funding, much of which is for emergency response projects.

The post holder shall actively participate and support in planning, implementation, monitoring and evaluation of the community projects supported by Plan International South Sudan Programs and its partners.

Key Accountabilities:

- SRHR program implementation, which includes monitoring the budget progress, organize support missions, contribute to reports for external donors and other programed management.
- Work with the project team and partners to ensure SRHR behaviour-change activities are gender transformative.
- As an integral member of the project team, ensure high quality data and learnings are available to inform planning, implementation and decisions
- SRHR coordinator will actively promote gender transformative approach to SRHR

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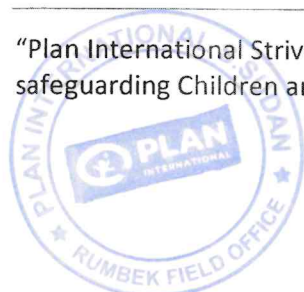


- Responsible for project design, overseeing implementation and monitoring while ensuring quality program delivery of the overall sexual and reproductive health rights in Rumbek program area, networking, developing and strengthening partnerships and mainstreaming of child centred community development.
- Contribute to regular project narrative reports, ensuring high quality data and learnings are available to complete reports on time
- Key components of the position also include regional advocacy and networking, strategic thematic area planning, developing and strengthening partnerships and mainstreaming of child centred community development.
- Ensure the technical soundness, appropriateness and general quality in project design and planning
- Ensure the mainstreaming of safeguarding children, Disability and Inclusion, youth economic empowerment in the program area.
- Coordinate provision of timely responses and guidance in the delivery of SRHR programs
- Provide leadership into the project planning, implementation, monitoring and evaluation; assess the (integration) of activities and outputs, outcomes and impact of program interventions and activities in the program area.
- Provide oversight, coaching, technical support and leadership to SRHR officer to ensure s/he applies appropriate project implementation strategies and approaches to achieve project outcomes indicated in the project documents
- Under the Country Lead leadership contribute to the development of concept notes and proposals.
- Ensure M&E and learning in close collaboration with the M&E team.
- Ensure quality and timely reporting and documenting of project activities including preparation of quarterly/yearly program progress reports;
- Monitor and observe the project officer's work and provide feedback on the quality of their work and suggest improvement actions
- Prepare and submit concise monthly progress reports for all project activities, including training activities according to established reporting formats and deadlines
- Contribute to further SRHR program development (technical as well as financially)
- Appraise the SRHR staff to measure their performance and observe the quality of their work output
- Identify, document and dissemination of appropriate success stories, experiences, best practice and lessons, at least one every 3 months
- Perform such other duties as may be assigned by the supervisor

Safeguarding Commitments:

- Commit and contribute to an environment where children and adult program participants feel respected, supported, safe and protected;
- Never act or behave in a manner that results in violence including SHEA against a child, young person or adult or places them at risk of such violence;
- Be aware of and adhere to the provisions of the Safeguarding Policy, PSHEA Policy and COC of Plan International;

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- Report and respond to safeguarding and SHEA concerns and breaches in line with the applicable procedures of Plan International;
- Maintain confidentiality of safeguarding and PSHEA concerns reported;
- Never participate in or support child marriages.

Dealing with Problems/Risks

- Managing internal and external communications in a multicultural environment
- Managing communications in emergencies
- Dealing with high demand for analysis of documents and situations and provide policy and advocacy recommendations
- Quality time to analyse and interpret situations in country context and find appropriate responses
- Intercultural understanding and communication needed
- Serving as brand ambassador for Plan International in South Sudan at field level
- Prepared to work long hours to meet deadlines

Leadership COMPETENCIES

- Setting and communicating ambitious but realistic work goals and priorities, explaining how these contribute to Plan International's purpose.
- Setting high standards for self and others' behaviour, inside and outside work. Championing our values and commitment to rights, gender equality and safeguarding. Supporting the health, well-being and both physical and psychological safety of our staff, including their safety to speak out.
- Holding self and others to account for what we have agreed, dealing with poor performance quickly, firmly and constructively.
- Creating a positive team spirit, helping people work well together, to reflect and continuously improve the efficiency and quality of what we do.
- Collaborating with team members, colleagues and partners in finding creative solutions to problems by sharing information, experience and ideas and actively seeking their input.
- Motivating and developing others by taking an interest, giving constructive feedback and praise, ensuring they are properly trained and helping them develop their potential.
- Positive about change and supporting others in adjusting to it, helping them understand.

Business Competencies

- Are aware of the values and the global strategy and understands why Plan International's purpose is so important in advancing children's rights and equality for girls globally. Understands and applies the principles of workplace safeguarding.
- Understands the planning procedures relevant to their role and contributes to annual planning where possible.
- Managing people and information including skills in assessment and coaching, evidence-based management and digital working, including personal digital skills.

Communications and Working Relationships:

Internal:

- Reports directly to the GFFO and BMZ project manager and technically to SRHR program manager

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- Has indirect reporting line to the Project Manager
- Plan inter-departmental and project teams and country office thematic managers.
- Plan Monitoring, Evaluation and Research team.
- Plan South Sudan and teams in field locations such as sub-office, and others as necessary.
- Collaborates and coordinates work with other coordinators and managers
- Ensures that a proper working relationship is maintained with support services (i.e. finance, logistics, monitoring and evaluation)

External:

- State, County and local government units, as relevant, pertaining to project implementation
- Donor representatives GNO.
- Cluster coordinators for relevant sectors, as necessary
- UN agencies and NGO operating in the project implementation areas

Knowledge, Skills, and Experience Required to Achieve Role’s Objectives:

Successful candidates will possess;

Knowledge

- Bachelor’s degree or equivalent in Public health, midwifery, Nursing and medicine with 3 years’ relevant experience
- proven knowledge and experience in the field of SRHR, Public health and Training in gender equality and/or SRHR
- Diploma in clinical Medicine and public health with 5 years proven experience in SRHR and project management
- Demonstrated ability to design, plan and mainstreaming of gender in development projects
- Proven ability of mentoring, coaching and training on SRHR and gender equality topics.
- Excellent communication (verbal and written) and interpersonal skills
- Knowledge of child protection, gender transformation and Do No Harm approaches, women and children’s rights frameworks, and best practices
- Fluency in the English language (both oral and written) and simple Arabic will be an added asset.
- Competent user of MS Office packages, particularly Word, Excel and Power Point
- Inclusive and empowering approach to SRHR, learning and capacity development.
- Commitment to working transparently and with integrity.
- Demonstrated creativity and willingness to innovate.
- Flexible and adaptable work style to respond to an evolving context.
- Proven inter-personal and cross-cultural skills, and ability to build strong and productive relationships. Ability to work under pressure, prioritize and meet deadlines.

Skills

- Problem solving skills
- Good team player
- Good Interpersonal skills
- Good negotiating, facilitating and influencing skills

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- Proficient computer skills
- Good Capacity building skills.
- Good communication skills both oral and written
- Good coordination skills
- Ability to deliver to tight deadlines

PLAN INTERNATIONAL'S VALUES IN PRACTICE

We are open and accountable

- Promotes a culture of openness and transparency, including with sponsors and donors.
- Holds self and others accountable to achieve the highest standards of integrity.
- Consistent and fair in the treatment of people.
- Open about mistakes and keen to learn from them.
- Accountable for ensuring we are a safe organization for all children, girls & young people

We strive for lasting impact

- Articulates a clear purpose for staff and sets high expectations.
- Creates a climate of continuous improvement, open to challenge and new ideas.
- Focuses resources to drive change and maximize long-term impact, responsive to changed priorities or crises.
- Evidence-based and evaluates effectiveness.

We work well together

- Seeks constructive outcomes, listens to others, willing to compromise when appropriate.
- Builds constructive relationships across Plan International to support our shared goals.
- Develops trusting and 'win-win' relationships with funders, partners and communities.
- Engages and works well with others outside the organization to build a better world for girls and all children.

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We are inclusive and empowering

- We empower our staff to give their best and develop their potential
- We respect all people, appreciate differences and challenge equality in our programs and our workplace
- We support children, girls and young people to increase their confidence and to change their own lives

Physical Environment

- Standard office environment with some exposure to heat, cold, dirt, noise and rainy weather conditions; dim or crowded surroundings, especially when in the field
- The post holder will be required to travel to the field very frequent

Level of Contact with Children:

- High level of Contact with Children:

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Inclusion and Diversity.

Plan International is an equal opportunity employer within the meaning of the relevant UN convention, Equality, diversity and inclusion is at the very heart of everything that Plan International stands for. Qualified Women and people with special needs are strongly encouraged to apply.

Employment of Relatives:

Plan International South Sudan is an equal opportunity employer. However, it discourages employment of relatives of staff members because of the conflict of interest associated with it. While trying to avoid such cases, applicants are required to declare in writing if they have any relatives working with Plan International South Sudan.

Application Submission Details:

All applications marked on the right hand corner of the envelope “**Application for the Position of “Sexual Reproductive Health Rights Coordinator – Rumbek”**” should be addressed to:

**The Head of People and Culture
Plan International South Sudan
Juba, Hai Jerusalem.**

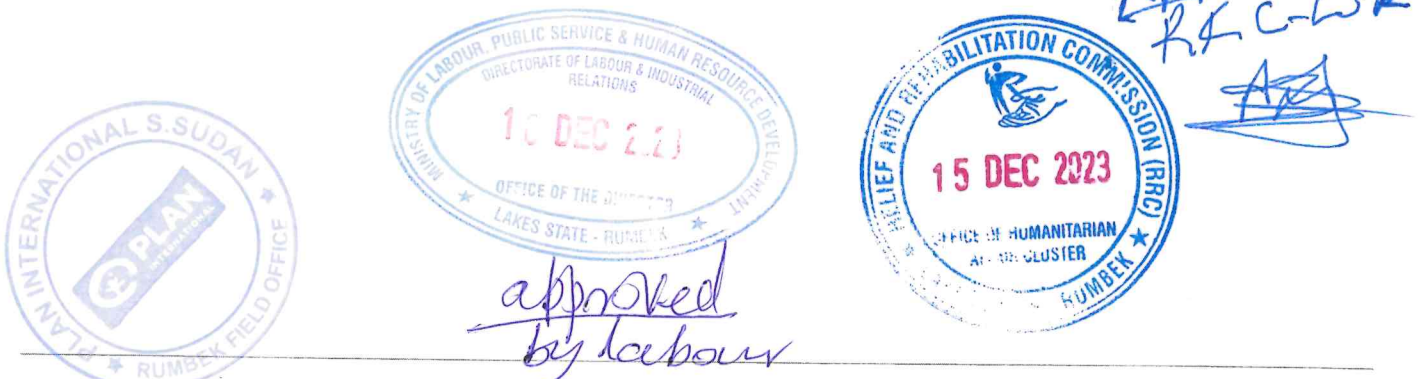
Applications should be submitted in hard copies to Plan International Office in Rumbek Only. Or you can submit them via this email: hr.ss@plan-international.org

The closing date for receipt of applications is before close of business on Friday, 5th January 2024.

Note: Applications submitted are non-returnable.

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