

Plan International  
South Sudan  
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## PLAN INTERNATIONAL SOUTH SUDAN JOB RE-ADVERTISEMENT

Plan International (PI), is an independent global child right organization – without religious, political or governmental affiliation that has been operating in South Sudan since 2006.

Plan recognizes that the geographical context and recent history have left the communities of South Sudan highly vulnerable to emergencies from political and inter-ethnic conflicts, influx of returnees, food insecurity, long dry spells and floods. Cognizant of the need Plan is implementing emergency and recovery response in six states of South Sudan, namely Central Equatorial, Eastern Equatorial, Western Equatorial, Lakes, Upper Nile and Jonglei. Program includes food assistance, agricultural rehabilitation, Food Security and Livelihood, Education in Emergencies and Child Protection in Emergencies. Plan International also works with both International and Local partners.

**In order to enhance its response program, Plan South Sudan is seeking to recruit a qualified South Sudanese for the position of “Gender and Inclusion Coordinator – Based in Rumbek”.**

### No. of Vacancies (1)

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<b>Job Title:</b>	Gender and Inclusion Coordinator
<b>Tenure</b>	12 Months (With Possibility of Extension)
<b>Grade</b>	D1
<b>Department</b>	Programs
<b>Reports to</b>	Project Manager
<b>Location</b>	Rumbek

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### Purpose of the Role:

The purpose of this role is to provide strategic and technical support for the mainstreaming of gender transformative approach and inclusion in GFFO and BMZ projects.

The post holder will play a leading role in integrate gender transformative strategies in GFFO and BMZ projects in planning, delivery and monitoring of the project to ensure gender and inclusive perspectives are considered in all project activities undertaken, contextualizing and dissemination of tools, resources, and providing training and mentoring to the project staff, volunteers, community structures to enable them contribute to Plan International's strategy of gender equality and transformation goals. The Gender Coordinator will also work closely with the state MoGSW (Ministry of Gender and Social welfare).

### Key Accountabilities:

- Providing technical guidance and leadership to the project team to ensure gender and inclusion integration in the project interventions of Sexual and Reproductive Health Rights, Child Protection and SOYEE design and deliver realistic gender and inclusive strategies that will lead to gender transformative outcomes.

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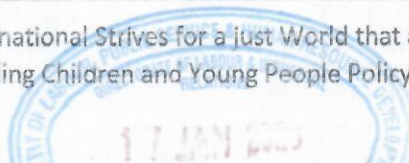
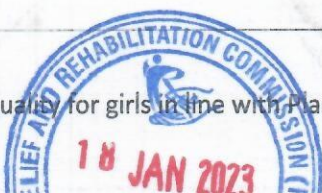


- Developing/ contextualizing and mainstreaming gender transformative strategies, tools technical guides, training resource materials, checklists and other resources including the use of the use of the gender marker to project staff, volunteers and stakeholders.
- Building the capacity of project staff, volunteers, service providers, partners, etc. in gender programming tools and gender analysis skills to enhance gender mainstreaming in Projects interventions.
- Providing guidance to the project team on the development and dissemination of key communication messages on Gender, inclusion, safeguarding/PSEA and Protection in line with best practice.
- Supporting development of monthly, quarterly and annual project activity plans in collaboration with MERL and thematic coordinators and oversee implementation of the standards and gender indicators to ensure gender transformative outputs and results.
- Carrying out field support supervision to support and mentor community volunteers and structures to ensure applicability gender and inclusion strategies and provide feedback to other staff appropriately.
- Organizing and participating in national and international events to ensure the girls voice up their issues and collaborate with key stakeholders to follow up.
- Working closely with key stakeholders including government at the payam, county and state level to facilitate the implementation of project interventions towards addressing the harmful social and gender norms.
- Participating in stakeholder engagements, planning meetings, GBV sub cluster, PSEA working group and other forums.
- Working in liaison with the relevant agencies, donors, ministries, CSOs, and the private sector to influence and lobby gender and inclusive responsive policies, programs, and funding opportunities for girls and women.
- Working with MERL and CP team in consultation with girls, boys, young men and women to establish gender and inclusive complaint and feedback mechanisms in the schools including schools, health units, LiC, etc.
- Work closely with MERL team to document learnings on gender transformative outcomes and support sharing of the learnings.
- Contributing to and sharing knowledge, information and best practices and lessons learnt on mainstreaming gender equality and inclusion;
- Prepare and share regular quality narrative reports to the Project Manager to feed into overall program and donor report (information on target beneficiaries must be disaggregated by age and sex).
- Work with the GBV cluster to support referral of GBV concerns including those related to safeguarding and PSEA as identified and ensure proper follow up of all referred cases to other actors and report accordingly;
- Ensure Safeguarding/ PSEA Policy and CoC of Plan International South Sudan is adhered to by staff, known to beneficiaries and that all safeguarding concerns reported.
- Participate in other responsibilities as may be assigned to you by the line manager from time to time.

**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**

*Complexity of problems handled & the degree of investigation, analysis, & creative thinking required to solve them*

- Facilitating cordial relationships with and among various stakeholders from a variety of backgrounds by ensuring active and full participation all stakeholders.
- Handling conflicting priorities and ad-hoc requests from various stakeholders in the best interest of the organisation.
- Ability to manage competing priorities and expectations from internal and external stakeholders and remain calm and resilient in the face of pressure.
- Use Plan procedures to settle conflicts among colleagues.
- Resolve problems that are not covered by established process.
- Analyse possible causes of problems and suggest solutions to get them resolved.

#### **Communications and Working Relationships:**

##### **Internal:**

- GFFO and BMZ Project Manager
- PIAM
- Gender Protection Officers
- SRHR Coordinator
- SOYEE Coordinator
- CPIE CM/PSS officers
- M&E Coordinator
- CPIE Specialist
- SRHR Programme Manager
- SOYEE programme Manager
- Roving Gender and Safeguarding Coordinator
- Gender and Safeguarding Advisor
- Visiting National Offices and Donors staff
- Other Plan staff

##### **External:**

- International/national and state institutions, agencies, clusters and donors
- Children and their families
- Parents and other members of the communities
- Other partners



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

### Knowledge

Successful candidates will possess;

- Bachelor's Degree in Gender Studies, Social Work, Development Studies, Social Sciences, Sociology, Human Rights or any other relevant fields.
- This position requires at least 3 years of experience working in Gender, inclusion, disability, Women Economic Empowerment, Sexual and Reproductive Health and Protection Humanitarian and development programming, with a strong focus on partnering with the Government Ministries, local authorities and private sector; preferably in fragile contexts.
- Familiarity with key international standards for humanitarian work (e.g. CP Minimum Standards, SPHERE, and the Humanitarian Accountability Partnership (HAP) Standard, etc.)
- Broad knowledge and understanding of emerging Gender and inclusion models, approaches and tools, is essential.
- Experience working with vulnerable communities and familiarity implementing related programs with INGOs in humanitarian and development contexts.

### Skills

- Computer knowledge - Microsoft Word, Excel, Outlook
- Proven presentation, facilitation and training skills and track record demonstrating high integrity, innovativeness, creativity, reliability and highly dependable is desirable.
- Experience in analytical skills, evidence-based programme design, assessments, monitoring & evaluation.
- Track record demonstrating high integrity, innovativeness, creativity, reliability and dependable
- Team player, Self-motivator, able to work with limited supervision;
- Ability to ride a motorcycle with valid driving/riding license
- Effective in written and verbal communication in English. Ability to communicate in the local language.

## 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



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- 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.

**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:

**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 "GENDER AND INCLUSION COORDINATOR-RUMBEK"** should be addressed to:

**The HR & OD Business Partner  
Plan International South Sudan  
Juba, Hai Jerusalem.**

Applications should be submitted in hard copies to Plan International Office in Rumbek.

**OR You can send your application via email to [hr.ss@plan-international.org](mailto:hr.ss@plan-international.org)**

**The closing date for receipt of applications is before close of business on Friday, 3<sup>rd</sup> February 2023.**

**Note: Applications submitted are non-returnable.**



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