



## Vacancy Announcement

Approved by  
SM/HRD  
Director of Labour  
02/11/2023  
UNIT STATE BENTU  
DIRECTOR OF LABOUR  
& INDUSTRIAL RELATIONS

<b>Job Title</b>	<b>Illustration Officer</b>
Number of Position:	1
Band/Level/Grade:	8B
Department:	Health /WPE
Location:	Bentiu
Overtime eligible:	N/A
Date of issue:	2 <sup>nd</sup> November 2023
End date /Closure	7 <sup>th</sup> November 2023

### **BACKGROUND:**

The International Rescue Committee (IRC) responds to the world's worst humanitarian crises and helps people to survive and rebuild their lives. Founded in 1933 at the request of Albert Einstein, the IRC offers lifesaving care and life-changing assistance to refugees forced to flee from war or disaster. At work today in over 40 countries and 22 U.S. cities, we restore safety, dignity and hope to millions who are uprooted and struggling to endure. The IRC leads the way from harm to home. IRC has operated in South Sudan for over 30 years now delivering humanitarian relief, post-conflict assistance, and development programs in both refugees, internally displaced and host community settings. IRC operates in 10 field offices including in Juba with program portfolio covering health, nutrition, EH, child protection, economic recovery and development (ERD)/livelihoods, women's protection, and empowerment, Education, and general protection. IRC continues to provide life-saving assistance and humanitarian aid to vulnerable South Sudanese, trying to rebuild their lives and restore peace. The IRC's new strategy in South Sudan will prioritize improving health, safety, and economic well-being, targeting women, children, and other vulnerable.

### **Summary of Responsibilities**

Women afflicted by gender-based violence (GBV) are often in need of sexual and reproductive health (SRH) services in addition to GBV services. However, these services are often delivered through different providers, creating a barrier to access for clients. The IRC team aims to draw from the experiences and preferences of clients to inform guidance for integrating GBV and SRH services.

### **Job Overview**

The IRC seeks an illustrator to visually represent stories in real time from women in 2 communities about the typical lives of women in those places. The collected stories will



inform the IRC's work in designing an integrated GBV/SRH service that better meets the needs and desires of women. The Illustrator will collaborate with women during these storytelling sessions to represent scenes from a story, characters, and important moments. The Illustrator may be asked to represent a narrative through a storyboard or mural.

The Illustrator will work as part of the projects Core team, comprised of the Lead User-Centered Designer, who is the project lead; professional storyteller, who will tell entertaining stories and encourage women to tell their own; and an SRH/GBV technical lead who will ensure we approach sensitive topics with care and guide the team in technical matters.



The work will take place in 2 locations that have yet to be selected. In each location, the Core team will slowly introduce themselves to the community and obtain permission to run several storytelling sessions for women and adolescents. The sessions will start with stories told by the Storyteller for women's entertainment. The Core team will then encourage and support women in telling their own stories of the typical stories of women in their communities, rather than individual stories. The Core team can reflect those stories visually, with a storyboard, illustrations of scenes from the story, and/or a mural for feedback and discussion. Women can choose to have group, small group, or individual storytelling sessions with the Storyteller and Illustrator to work on their stories or tell new ones. The Core team will link elements of these stories to health needs and services to understand the drivers of health-seeking behaviors. The Core team will ask women over the course of several storytelling sessions if they would be willing to tell us more about their preferences around elements of their health service experiences, such as where the ideal service should be, how they might access it, who should provide the service, how to ensure discretion, when the services should be provided.

The culmination of this work will be visual and oral stories of the typical experiences of women in the communities, common barriers to and enablers of health seeking behaviors, experiences in seeking health behaviors, and characteristics of an ideal GBV/SRH health service. These outputs will then be validated by the team in the second community.



## **Major Responsibilities:**

- The Illustrator will be responsible for working with the Storyteller to visually capture elements of stories during the storytelling sessions. This might include:
  - Color illustrations prepared in advance for the stories the Storyteller plans to tell during the sessions.
  - Sketches in real time during the storytelling sessions to reflect key moments, characters, or emotions in the stories women tell.
  - Collaborative work with women to create a communal mural or piece of art.
  - Small sketches of characteristics of health services that will be used during card sorting activities.

○ The Illustrator will be responsible for an organized, final portfolio of these outputs. These will then be in the second community to validate the typical experiences, preferences, and interests of women and/or identify areas of difference. The Illustrator is responsible for documenting the stories of women in the second community.

## **Job Requirements:**

Bachelor's degree or Diploma in Art and Design from well recognized and Accredited Institution or another relevant related field.

## **Work Experience**

- Professional experience as an illustrator
  - Ability to render black and white sketches quickly, in real time.
  - Ability to create compelling storyboards that reflect a story narrative.
  - Experience working with groups of people on collaborative art pieces, such as murals.
  - Ability to capture all illustrations in high resolution, digital form.
  - Experience in all-female work sessions
  - Local languages and English written fluency would advantage.
  - Ability to use email.
  - Ability to join evening team calls, once a week
  - Ability to spend up to 3 weeks at a time in the project sites.
  - Experience working in all-female contexts.

## **Additional Attributes:**

- Ability to articulate behaviors, words, and attitudes that the Core team should be mindful of in working with women on the sensitive subject of SRH/GBV
- Unconditional support of women's human rights and SRH rights in particular.



**Standards of Professional Conduct:** The IRC and IRC workers must adhere to the values and principles outlined in IRC Way Standards for Professional Conduct. These are Integrity, Service, Accountability and Equality. In accordance with these values, the IRC operates and enforces policies on Beneficiary Protection from Exploitation and Abuse, Child Safeguarding, Anti Workplace Harassment, Fiscal Integrity, and Anti-Retaliation the IRC operates and enforces policies on Beneficiary Protection from Exploitation and Abuse, Child Safeguarding, Anti Workplace Harassment, Fiscal Integrity, and Anti-Retaliation.

**Safeguarding policy:** The IRC has a zero-tolerance policy for safeguarding violations by staff, incentive workers, visitors, sub-grantees, suppliers/sub-contractors, and implementing partners. Safeguarding at the IRC is an integral to the organizational values and ethics, and staff and associates are expected to take all reasonable steps to prevent the sexual exploitation, abuse, and harassment of any person linked to the program by both its employees and any downstream partner. The successful candidate will be subject to a thorough background check and satisfactory references.

**Narrowing the Gender Gap:** The International Rescue Committee is committed to narrowing the gender gap in leadership positions. We offer benefits that provide an enabling environment for women to participate in our workforce including a flexible hour (when possible), maternity leave, transportation support, and gender-sensitive security protocols.

**Equal Opportunity Employer:** IRC is an Equal Opportunity Employer. IRC considers all applicants on the basis of merit without regard to race, sex, color, national origin, religion, sexual orientation, age, marital status, veteran status, disability, or any other characteristic protected by applicable laws.

**‘WOMEN, MINORITIES AND PEOPLE LIVING WITH DISABILITIES ARE ENCOURAGED TO APPLY.**



**The position is strictly for Female South Sudanese Nationals with all the National documents.**

**How to Apply.**

Interested applicants should submit copies of their updated CV with contact details of 3 referees, Copies of Academic Credentials, and copies of their National ID to the Human resource in Bentiu Office Log base or through the Email: SS-HR@Rescue.org note Late 7<sup>th</sup> Nov 2023 at 4:00PM GMT.

Note. Only shortlisted Candidates shall be contacted and attach only photocopies while originals will be asked at the time of the interview panel while all the photocopies will remain IRC's properties.

Please clearly indicate the Position you are applying for in the subject line/Envelope.

