



Alight, South Sudan Program

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### VACANCY ANNOUNCEMENT

**POSITION TITLE:** Protection Officer  
**NUMBER OF POSITION:** One (1)  
**DUTY STATION:** Morobo County CES - Republic of South Sudan  
**REPORTS TO:** Protection Specialist  
**STATUS:** Local Position-Full Time  
**CLOSING DATE:** January 16, 2024  
**START DATE:** Pending donor approval.



#### Who We Are

The ALIGHT in South Sudan is a non-profit, non-sectarian, international humanitarian organization duly registered in South Sudan providing Protection services, WASH, Health/Nutrition skill transfer, income generating projects and other related services to those affected by war or conflict and to displaced communities. ALIGHT does respond to natural disasters when it has a presence and capacity in the region of the occurrence. ALIGHT provides assistance to more than one million refugees, displaced persons, returnees, and host communities where possible. Internationally, most of the ALIGHT beneficiaries are women and children in Europe, Africa, and Southeast Asia.

ALIGHT receives support from individuals, corporations and foundations, and grants from the US government and United Nations agencies. ALIGHT was organized in 1978 by Neal Ball to provide resettlement assistance for Indochinese refugees. With changing world events, ALIGHT'S mission evolved to focus on emergency response, health care and training assistance for some of the neediest people in the world. ALIGHT believes that lasting solutions to the world's refugee problems require the direct participation of the local populations in the country affected by crises. ALIGHT links emergency health care assistance with self-help training, enabling refugees to become more self-reliant so they may educate others. Training in basic primary health care helps curb the tremendous number of deaths due to unclean water, poor sanitation, and preventable diseases for which immunizations or other preventive methods exist. ALIGHT'S methodology is to work on both sides of a border or situation as early as possible to help rehabilitate the community of return and link the level of care and services to those which can be taught/learned/practiced in the home communities. ALIGHT services displaced persons





for the long term and helps them voluntarily return home with ALIGHT programs that link into longer-term development/sustainable projects. 1.3 ALIGHT'S Vision Every person who participates in an ALIGHT supported program will have a better chance to take control of their life and achieve self-sufficiency.

## **COUNTRY PROGRAM OVERVIEW**

The overall objective of the Alight South Sudan Program is to assist the South Sudanese to respond and react to community needs. To achieve this objective, Alight implements a multi-sectoral program that includes Water and Sanitation, Nutrition, Gender based violence prevention and response, Shelter and CCCM activities. Alight's is expanding its outreach mechanisms and introducing innovative new initiatives. Alight currently has program activities in Aweil West, Ulang, Morobo and Kajo-Keji Counties.

## **PRIMARY PURPOSE OF THE POSITION**

Under the supervision of the Protection Specialist, he/she will gather and compile protection monitoring, write situational reports and support population movement tracking process. The post holder will supervise efficient and effective delivery of day-to-day protection activities at field level including implementation and monitoring PSN identification, verification and NFI distributions. He/she will strive to uphold protection quality standards, best practices and compliance to humanitarian, Alight and donor standards always and to inform the community and local authorities of appropriate measures to ensure human centred approach. The Protection Officer will be responsible for providing oversight during implementation of the project in Morobo County including capacity building and awareness-raising activities to community members and partners. The Protection Officer will ensure established project deliverables are achieved through risk identification and mitigation activities, training and supervisions of the protection monitors and Community Outreach Volunteers (COVs) to increase access to information, services, and protection monitoring.

### **Major Areas of Responsibilities:**

The Protection Officer is responsible for overseeing the following.

- Coordinate the team of Protection staff to conduct daily activities with the support of the County Coordinator and protection Specialist.
- Ensure regular household visits, population movement tracking and monitoring visits to IDPs, returnees and host communities to identify protection concerns and persons with specific needs (PSNs) are correctly and timely done.
- Mentor the Protection Monitors to effectively and accurately gather and disseminate info to and from the community.



- Conduct monthly protection monitoring systems (PMS) and report on the findings to the central server through Kobo collects.
- Hold information on the updated referral pathway at the County to enable IDPs, returnees and host population access information and to refer beneficiaries to partners for the appropriate interventions.
- Ensure proper handling of Core relief items and ensuring it reaches the targeted beneficiaries.
- Coordinate and strengthen community structures to provide conducive protection environment to persons of concern in Morobo County.
- Mobilize the IDPs, host and returnee communities and facilitate awareness raising activities with other ARC sector teams (GBV, Child protection, and Nutrition etc.) as well as partner organizations, disseminating information about policies, laws and entitlements relevant to the affected population.
- Ensure teamwork among the Protection units and effective coordination with other Alight departments and relevant stakeholders.
- Assist the Protection Specialist with designing training modules and tools on topics such as human rights and peace and conflict mitigation, appropriate for adult learners and relevant to their needs.
- Schedule and facilitate training and workshops for the local population and relevant stakeholders on human rights, responsibilities, and other protection-related material.
- Compile field trip reports of every activity undertaken (training, monitoring, community mobilization, case follow-up, focus group discussions, key informant interviews and refresher trainings) in a timely manner.
- Create weekly and monthly work plans for Protection units to schedule the team's program activities with the support of the county coordinator and Protection Specialist,
- Liaise and build partnerships with local authorities, activists, chiefs, and other relevant actors to encourage participation in, support for and a better understanding of the program activities.
- Assist in the collection and analysis of data, policies, laws and entitlements relevant to the IDPs, returnees and host population.
- Participate in coordination meetings as requested by County Coordinator and Protection Specialist.
- Perform any other duties as requested by the supervisor.

**QUALIFICATION: EDUCATION, TECHNICAL SKILLS & KNOWLEDGE REQUIRED**

Higher Diploma or Degree in Social Sciences, Law, or related field

**Experience, skills, and competency**



- At least 3 years community-based training experience involving human rights and/or protection and protection monitoring/human rights experience.
- Comprehensive understanding of human rights and protection principles
- Excellent interpersonal skills and works well with people of different cultures, gender, and backgrounds.
- Ability to facilitate capacity building and awareness training with diverse participants.
- Commitment to human rights and protection principles
- Familiarity with customary laws, judiciary systems and legal developments and issues in Southern Sudan
- Works collaboratively with team members to achieve a desired results.
- Remains productive when under pressure with the ability to prioritize effectively, and respects and adheres to deadlines.
- Able to work in a variety of environments and is prepared to conduct field missions for most of the week, often overnight, to remote locations with few amenities.
- Proficiency in Microsoft Word, Excel and Email application software
- Fluency in English, Arabic and local language required.

**Languages:**

- Fluency in English and Arabic is required.

**Behavioural Competencies**

- Work prioritization and ability to multitask.
- Shares knowledge and experience.
- Ability to work and act under pressure with discretion in politically sensitive environment with a minimum of comfort.
- Responds positively to critical feedback and differing points of view.
- Ready to work independently, under tight deadlines.
- Displays cultural, gender, religion, race, nationality and age sensitivity and adaptability.
- Ability to work in a multi-cultural team environment with a positive attitude.
- Creates a respectful office environment free of harassment, retaliation, and promotes the prevention of sexual exploitation and abuse (PSEA).

**Equal opportunities**

Alight does not discriminate because of ethnic background, colour, age, disability, marital status, religion, and gender. All interested persons who meet the criteria are encouraged to apply.





**General terms and conditions.**

The job description stated above only serves as a guide for the position available. Alight reserves the right to change or amend this document when it deems necessary.

**HOW TO APPLY**

Qualified and interested candidates should submit their applications which includes the cover letter, together with an updated CV with at least three professional referees identity card (national ID) in a sealed envelope with the position you are applying for indicated on the top left corner of the envelope addressed to Human Resources Department: Alight South Sudan Program-Juba Office located in Plot No. 7093k-South, Behind Phenicia Supermarket, off Ministry Road, Kololo-Juba, South Sudan with the job tile on the subject line of the application.

Applications can also be submitted through the following email address; [recruitmentss@WEAREALIGHT.ORG](mailto:recruitmentss@WEAREALIGHT.ORG)

Please note that Alight retains all applications, and the files will not be returned to the applicants at the end of the recruitment process. Due to the urgency of the position, applications will be reviewed on a regular basis. Only shortlisted candidates will be contacted for an interview. Both Male and Female candidates are highly encouraged to apply.

*“Please note that ALIGHT believes strongly in the human dignity of our customers (beneficiaries) and any other individual human person. Therefore, ALIGHT strongly condemns prohibits any behavior on the part of an ALIGHT employee, Board member, volunteer, consultant or which constitutes any form of sexual misconduct, including sexual harassment, sexual exploitation, and sexual violence towards any other staff member, client, patient, beneficiary (refugee and/or IDP), or other individual participating in an ALIGHT program or activity”.*

*ALIGHT is an Equal Opportunity Employer offering employment without regard to race, color, religion, gender, sexual orientation, gender identity, age, national origin, citizenship, physical or mental disability, or protected veteran status. ALIGHT complies with all applicable laws governing nondiscrimination in employment.*

The deadline for receiving applications is January 16, 2023, at 4:30 pm Juba local time.

