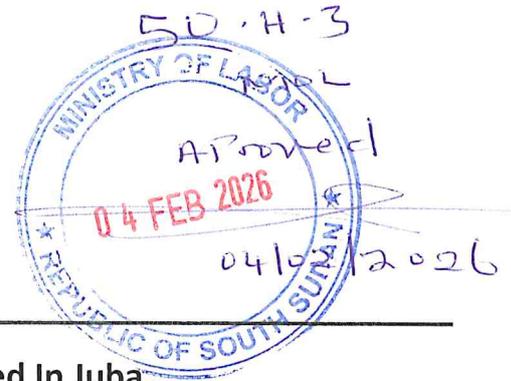




Norwegian People's Aid

South Sudan



Vacancy Announcement For SGBV & IPPV Coordinator Based In Juba.

Norwegian People's Aid (NPA) South Sudan is an International Non-Governmental Organization involved in humanitarian, relief and long-term development cooperation in South Sudan.

NPA has worked in South Sudan since 1986 and currently runs two main programmes: Civil Society Development Programme and Humanitarian & Resilience Programme.

The NPA South Sudan is implementing gender transformative programming across its areas of operations in South Sudan. NPA South Sudan Programme wishes to recruit a highly experienced, competent, proactive and self-driven **South Sudanese National Only** for the position of **Sexual Gender-Based Violence and Integrated Prevention and Protection from Violence (SGBV & IPPV) Coordinator** based in Juba with frequent travels to ALL NPA field offices.

The contract for this position is Definite Contract with possibility of extension based on performance and funding.

Purpose of the Position:

The SGBV and IPPV Coordinator will provide technical leadership on gender equality, SGBV, protection sensitivity and community safeguards across all project activities.

The SGBV and IPPV Coordinator will be responsible for providing guidance and technical expertise on gender transformative programming, SGBV risk mitigation in FSL, and sexual and gender-based violence programming across NPA operations in South Sudan.

He/she mainly:

- Provides comprehensive and multisectoral lifesaving SGBV response services, including SGBV case management, referral services, psycho-social support, cash assistance and menstrual hygiene management supplies to women and girls vulnerable and affected by SGBV 's overall impact in the targeted communities to effectively mitigate risks and recover quickly from shocks.
- Leads development, coordination, implementation, and monitoring of the gender strategy and action plan elaborated under Humanitarian and Resilience Programme.
- Supports the programme's adherence to Norwegian People's Aid Gender Minimum Standards.
- Be responsible for SGBV risk mitigation and protection mainstreaming in general in NPA's FSL portfolio, including emergency food distributions and cash-based food assistance, conduct protection outreach activities in Fangak, identify Gender and Protection issues during food distributions and cash-based food assistance, capacity building to HRP staff, and awareness-raising activities to community members and partners.
- Provides immediate Psychological First Aid (PFA) to women and girls in the project targeted counties and makes referrals to SGBV services as needed in the project targeted counties.
- Ensures coordination with other SGBV actors as well as the Protection team at national, state and county levels.
- Implements Women and Girls' Empowerment activities.



Duties and Responsibilities:

1. Technical Programme Design and Quality

- The SGBV and IPPV Coordinator will serve as the technical lead on SGBV for all NPA's humanitarian and resilience programme to ensure adherence to NPA global and international standard
- Ensures timely analysis of SGBV and monitors NPA programming to inform decision making, policies, programme development and implementation using the lessons learned
- Participates in identifying opportunities to develop, implement and evaluate SGBV interventions ensuring coherence and effective linking with NPA strategy
- Provide management, coordination and technical backstopping to field-based gender and protection staff
- Work with monitoring and evaluation team to design and implement effective gender and protection sensitive monitoring tools and indicators and to documents key issues

2. Project Implementation

- Leads all NPA-direct implemented SGBV activities as well as overseeing and providing technical guidance to all SGBV activities implemented by partners across all the project targeted counties, ensuring that technical quality and standards are considered and respected during project(s) implementations.
- Leads the integration of gender transformative programming and SGBV risk mitigation in NPA's overall programming across other NPA projects implementation locations, when applicable and on a need basis and activities that target different categories of groups/people.
- Ensures technical quality in the Gender and Protection portfolios, including SGBV prevention and response programming, as well as formal and/or informal capacity building to project staff at the field level.
- Conducts gender analysis and SGBV risk analysis periodically.
- Develops appropriate and specific SGBV/services information materials as well as implement activities for different groups identified, i.e., Community Leaders, Women's Groups, and the community in general, with consideration of minority groups existing in the locations.
- Ensures messages are appropriate for the community and tested before dissemination.
- Conducts community awareness-raising sessions, group discussion sessions, or information dissemination sessions to inform the community of the causes and consequences of SGBV on individuals, families, and the community, to tackle the root causes of gender inequality and SGBV and to contribute to reducing the incidences of SGBV in the community.
- Mobilizes community members to create a protective environment for women, girls, and most vulnerable groups, promote their safety and dignity and mitigate risk.
- Supports partners to develop and conduct training on Gender Equality and SGBV basic concepts, SGBV Guiding Principles, Psychological First Aid (PFA), Psychosocial Support (PSS), SGBV in emergencies prevention and response programming, among other SGBV-related topics.
- Ensures coordination with other Gender, SGBV and Protection actors and service providers at the field level, including proactively contributing to the development and updating of the SGBV referral pathways.
- Designs adequate, accessible, safe and effective feedback mechanisms to receive complaints from communities and vulnerable groups, in particular women and girls. Identify and support feedback channels that communities prefer. Ensures that feedback mechanisms are sensitive to **age, gender and diversity (AGD)** and accessible to women and girls, children, **persons with disabilities** and others at high risk.
- Ensure SGBV project implementation is on time, target and budget, by establishing and using effective M&E systems to reach desired impacts.
- Participates in regular project coordination/review meetings organized at the field level.
- Regularly updates the work plan and other documents relevant to effective project management.
- Ensures the project follows relevant NPA technical guidelines and standards.



3. Mentorship of Staff

- Fosters a strong teamwork through ensuring joint decision-making process about project development and implementation plans, clear and detailed monitoring plans and evaluation strategies to achieve project outcome.
- Reviews gender and protection structure regularly to adapt new programme needs, ensuring clear roles, and effective use of technical capacities as well as ensuring effective performance management systems are in place.
- Maintains accountability to humanitarian and resilience team, partners, donors and people we serve.
- Supports implementation of gender activities to ensure quality and effective delivery across humanitarian and resilience programme/CSDP.

4. Monitoring and Reporting

- Provides regular and timely updates on progress and challenges to the Humanitarian and Resilience Programme Manager and other team members on a per-need basis.
- Participates in all the Monitoring and evaluation activities.
- Draft (internal) narrative reports and contribute to developing financial reports through regular budgetary follow-up.

5. Internal Policies Adherence and Compliance:

- The SGBV & IPPV must abide by the policies and personal codes of conduct set by the Norwegian People's Aid (NPA) and represent the organization loyally and responsibly and adhering to Gender Equality Policy, HR, Logistics and Finance Policies.

6. External Relations

- Leads and implements capacity building ideas on gender and protection for NPA staff and partners which include the design of training and coaching.
- Supports, facilitates or undertakes communication and liaison activities to actively consult and involve beneficiaries, key informants, actors, partners and stakeholders in all stages of project design and implementation.
- Cultivates good relations with key humanitarian actors – local and international, including government authorities and non-state actors, through regular attendance at technical meetings and bilateral meetings
- Strengthening internal and external capacity and influence policy changes.
- Coordinates with other stakeholders to support partners and civil society in South Sudan.

Key performance indicators (KPIs)

- Quality of capacity development outputs/activities.
- Innovates relevant ideas and approaches that suit gender activities.
- Upholding and materializing the SGBV Guiding Principles in NPA's work.
- Adaptation of SGBV international standards to the context.
- Conversant with Do No Harm.
- Timely and accurate preparation of work plans.
- Timely preparation, review and submission of progress reports.
- Regular partnership training, mentoring and coaching.
- Implementation of activities as per the work plans.
- Monthly accountability of expenditures.

Required Qualifications/Skills/Experiences:

- Master's Degree in Social Work, Development Studies, Law Women's Studies, Gender Studies, International Development or related area of study.
- Post graduate training and certifications in Gender (SGBV).

Must have:

- A minimum of 5 years of experience in humanitarian gender and protection response work including:
 - RESPONSE: case management and provision of PSS to survivors / woman and girls at risk of SGBV, provision and capacity development for PFA, technical standards for SGBV programming, conducting safe referrals to SGBV services; strengthening capacity of local actors for SGBV response, etc.
 - PREVENTION: social norms and behavioural change approaches, and positive masculinities programming.
- Demonstrations and understanding of humanitarian and development work.
- Understanding of gender sensitivity in emergencies and prevention of sexual exploitation and abuse.
- Understanding of gender and protection issues and approaches in humanitarian and development contexts
- Strong understanding of protection clusters and other coordination mechanisms as well as their roles.



- Substantial background in gender and development work, including Women and Girls' Empowerment approaches, Violence against Women and Girls programming, conducting gender analyses, capacity building/training on gender equality for civil society organizations, and engaging in gender advocacy.
- Experience in conflict-sensitive programming.
- Experience in coordinating multi-stakeholder projects.
- Experience in developing technical capacity on SGBV.
- Willingness to travel to all field sites across Lakes, Jonglei and Eastern Equatoria States.

Other Qualifications/Requirements:

- Good understanding of development and emergency response issues in areas of food security and livelihood, civil society development and emergencies and relate them to NPA's programme strategy/response plan.
- Experience in developing, maintaining and improving relationships with local governments, UN Agencies, and local and international NGOs.
- Diplomacy and Confidentiality.
- Computer literacy skills – MS Office applications.
- Strong analytical skills and proven proposal writing skills.
- Strong interpersonal and excellent organizational skills.

Personal Competencies:

- Good communication (written and verbal), networking and interpersonal skills
- Ability and readiness to work under pressure and deal with difficult and complex conditions
- Ability and willingness to work and live under difficult circumstances
- Analytical, systematic and well structured
- Committed to safeguarding vulnerable communities and individuals
- Strong moral values
- Strong networking skills with stakeholders.



Work Relationship

The SGBV and IPPV Coordinator will work closely with:

- All the Gender and Protection Officers in Rumbek and Fangak, Gender and Protection Assistant in Kapoeta North, and Project Officers daily to ensure well-coordinated and quality Gender and Protection Services.
- The Senior Gender Equality and SGBV Advisor at HO (with whom the coordinator will have a technical dotted line).
- All NPA staff.
- Communities at the grass root level as well as local authorities/stakeholders.

NPA South Sudan is an Equal Opportunity employer. In making employment decisions it does not discriminate on basis of gender, ethnicity, religion or political affiliation.

Qualified and experienced female candidates are highly encouraged to apply.

Application and CV/resume with active contacts and three professional referees and copies of academic transcripts should be submitted to: recruitment-rss@npaid.org

Hard copy application and CV/Resume can also be delivered to the NPA Juba Office.

Applications submitted after 12:00 noon on Monday 23rd February 2026, will not be considered.

Submitted copies of academic transcripts will NOT be returned to the applicant.

Only Shortlisted candidates will be contacted.

