

J. H. S  
 Approved  
 2/10/2019

**Advertisement**  
**INTERNAL/EXTERNAL VACANCY ANNOUNCEMENT**  
**Vacancy No: JBA-2019/2/10/1**

**Who we are?**

The Danish Refugee Council (DRC) is a private, independent, humanitarian organization founded in 1956 currently working on all aspects of the refugee cause in more than twenty five countries throughout the world. The aim of DRC is to protect refugees and internally displaced persons (IDPs) against persecution and to promote durable solutions to the problems of forced migration, on the basis of humanitarian principles and human rights. DRC works in accordance with the UN Conventions on Refugees and the Code of Conduct for the ICRC and NGOs in Disaster Relief.

The protection and assistance to conflict affected population is provided within a long-term, regional and rights-based approach in order to constitute a coherent and effective response to the challenges posed by today's conflicts. Assistance consists of relief and other humanitarian aid, rehabilitation, support to return and repatriation as well as promotion of long-term solutions to displacement and its causes. In addition, support and capacity building of local and national authorities and NGOs form an integral part of DRC's work.

**Country and Project Background:**

The Danish Refugee Council/Danish Demining Group (DRC-DDG) has been working in Sudan since 2004 and was subsequently present in South Sudan when it gained independence in 2011. DRC-DDG South Sudan programme's current focus is on supporting forcibly displaced and conflict-affected people, including refugees, internally displaced persons (IDPs) and returnees, to access their rights in a safe and secure environment. Currently DRC-DDG is operational in Greater Equatorial, Unity and Upper Nile States. Currently the South Sudan Programme works in 5 field locations, working in the sectors of Camp Coordination and Camp Management, Protection, Shelter/NFI, and Food Security and Livelihoods and Demining.

DRC-DDG Seeks to Recruit: -

Position Title	Child protection Officer
Report to	Protection Manager
Duty Station	Roving
Contract Type	Fixed-term with possibility of extension depending on funding availability
Employment Start Date	1 <sup>st</sup> November 2019
Eligibility	South Sudanese nationals only
Salary	According to DRC DDG Salary policy – non negotiable
Advertisement Closing Date	22 <sup>nd</sup> October, 2019

**Overall purpose of the role:**

- The child protection officer (CPO) will undertake protection /human rights assessment in the areas with communities who has been displaced due to new shocks or protection risks (returnees). His/her role will be to identify the protection concerns and the risks of the population of concern by obtaining information through the focus group discussion and key informant interview with those affected and particularly persons with specific needs. (PSNs), conducting age/gender/diversity appropriate interviews, observation and providing psychosocial first aid (PFA). The PO will also contribute to the analysis of data collected and reporting of protection risks identified to the team and other relevant actors in order to address the identified protection concerns. Additionally, the PO will address protection concerns through service mapping of protection actors and contributing to the establishment of referral pathway. And the provision of PFA and referrals to relevant actors in the site. Also the PO with support protection manager, m will be responsible for delivering workshops and trainings at the community level and other stakeholders on human rights and protection principles. The PO will throughout his/her work ensure confidentiality and strictly adhere to the DR Code of conduct.

## Responsibilities:

Under the supervision of the protection Manager, the Protection officer will perform the following Tasks:

- Conduct age appropriate focus group discussions with persons of concern under the age of 18, following child safeguarding guidelines and child-appropriate interview techniques, and conduct FGDs with adults focusing on CP concerns.
- Conduct key informant interviews with members of the community that are able to represent the children in the community and identify child protection risks
- Mobilize the community and facilitate awareness raising activities, in collaboration with the protection mobile team members, as well as partner organizations, to disseminate information about child rights, child protection principles, and child protection services available in their area
- Record children, and other persons, with specific needs, and refer them to the appropriate service providers, following referral principles and guidelines
- Identify IPA support to be provided to vulnerable persons, particularly children, facing a specific protection threat, and refer the cases to the protection manager
- Ensure clients referred are documented in the referral recording book on a daily basis and follow up with the clients to ensure a meaningful access to services
- Assist the Protection Manager with designing training modules and tools on topics such as child's rights and basic child protection principles for Community Protection Committees and other community structures
- Conduct trainings to partners on child protection mainstreaming and to communities on child protection principles
- Prepare all necessary documentation for each activity (including weekly vehicle movement plans, order requests, payment requests, etc.) and for the reconciliation of the money spent during each activity
- Help prepare terms of reference and safety plans for mission planning
- Gather information for targeted locations through contact with on ground actors and regularly update trigger tables for new locations
- Compile reports of activities undertaken, when requested
- Work with the Protection Manager and fellow protection officers to create weekly work plans to schedule the team's program activities, particularly focusing on the child protection related activities (child-FGD, information dissemination, IPA, etc.)
- Liaise and build partnerships with community leaders, 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 relevant to the IDP population and their protection concerns, focusing particularly on child protection
- Participate in daily planning, daily debriefing sessions, and report write-ups
- Participate in coordination meetings as requested by the Protection Manager, particularly pertaining to child protection, if and when relevant
- Perform any other duties as requested by the Protection Manager

## PERSON SPECIFICATION

**Experience, Education and technical competencies: include years of experience and certificates.**

- Higher Diploma or Degree in Social Sciences, Law, Social Work or related field
- At least 2 years' community-based experience involving child rights and child protection experience (this includes, but is not limited to, providing psychosocial support to children, working in child safe spaces, providing training on child protection, and case work and family tracing and reunification experience)
- Demonstrates strong knowledge of child protection minimum standards, child protection in emergencies principles, child safeguarding, and children's rights
- Experience conducting child protection rapid assessments in South Sudan
- Experience carrying out and supervising training at different scales with different partners
- Comprehensive understanding of child protection issues and responses, such as working with unaccompanied and separated children, and the best interest of the child principle
- Comprehensive understanding of human rights, child's rights, and child protection principles
- Knowledge of Microsoft Word, Excel and Outlook application software
- Fluency in English and Arabic required
- Commitment to human rights and child protection principles
- Strong English writing and organizational skills
- Familiarity with customary laws, judiciary systems and legal developments and issues in Southern Sudan, particularly related to children

### Desirable qualifications

- Excellent interpersonal skills and works well with people of different cultures, gender and, backgrounds
- Works collaboratively with team members to achieve 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 several weeks at a time, to remote locations with few amenities
- Strong relationship building / interpersonal skills;
- Positive attitude
- energetic and interested

### Languages: indicate fluency level

- English (fluent)
- Arabic (fluent)

### How to apply

Please send a covering letter outlining how your skills and experience meets the Person Specification along with your CV, academic documents and National ID Card to Human Resources Department through

[ssd-jobs@drc.ngo](mailto:ssd-jobs@drc.ngo) OR submit your hard copy application to the Human Resource Department to the attention of HR Manager DRC-DDG Office located along Addis Ababa Road opposite NPA Mine Action Main Office

Title of the position/vacancy number MUST be clearly marked in the application and on envelop.

**Gender equity:** DRC-DDG is committed to achieving gender parity in staffing at all levels. In light of this women candidates are particularly encouraged to apply to bridge the gap.

**Equal Opportunity:** DRC-DDG is an equal opportunity employer. We value diversity and we are committed in creating an inclusive environment base on mutual respect for all the employees. We do not discriminate on the basis of age, sex, disability status, religion, ethnic origin, color, race, marital status, or other protected characteristics.

### Further information

Please note, as these positions are urgent, applicants may be shortlisted and interviewed prior to the closing date. We appreciate your application however, only short listed candidates will be contacted for interview. If you have not been contacted within two weeks of the closing date, we regret that your application has been unsuccessful. Please continue, however, to periodically review our website, South Sudan NGO Forum website <http://www.southsudanngoforum.org/boards/index.php?board> for other suitable opportunities.