



Plan International South Sudan  
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Approved by  
Inspector of Labour  
21/5/2024  
MINISTRY OF LABOR  
REPUBLIC OF SUDAN  
21 MAY 2024

## PLAN INTERNATIONAL SOUTH SUDAN JOB ADVERTISEMENT

Plan International is an independent development and humanitarian organization that advances children's rights and equality for girls. We drive changes in practice and policy at local, national and global levels using our reach, experience and knowledge. For over 80 years, we have been building powerful partnerships for children and girls, and we are active in over 80 countries. Plan International has been working in South Sudan since 2009 and in close collaboration with the key stakeholders at all levels to bring positive and sustainable changes in the lives of children and girls of South Sudan.

**In order to enhance its response program, Plan South Sudan is seeking to recruit a qualified South Sudanese for the position of "Advisor, Partnership – Juba".**

### No. of Vacancies (1)

<b>Job Title:</b>	Advisor, Partnership
<b>Tenure</b>	12months
<b>Grade</b>	16
<b>Department</b>	<b>Programme Strategy</b>
<b>Reports to</b>	<b>Director for Programme Strategy</b>
<b>Location</b>	Country Office, Juba, with frequent travels to field locations.

### Purpose of the Role:

The Advisor, Partnership at Plan International South Sudan is pivotal in shaping the development and management of our organizational partnerships. This role is instrumental in steering the country program towards a unified and fair approach to partnerships, aligning with the 'Building Better Partnerships' framework. These efforts are crucial for the successful execution of the Plan International South Sudan Country Strategy for the period 2025-2030.

The Advisor will lead a versatile team dedicated to realizing our vision for partnerships. This includes ensuring that our operational systems and practices promote balanced power dynamics and fostering the development of new competencies in partnership management among our team members.

In collaboration with the Country Management Team (CMT), the Advisor will cultivate and maintain a varied range of partnerships. These partnerships will be reflective of and integral to achieving the objectives outlined in the Plan International Country Strategy.

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## Key Accountabilities

### Partnership Strategic Leadership (30%)

- Champions the development, adaptation, and integration of the country programme's partnership vision throughout all levels of the country programme.
- Collaborates with the Director of Programmes-Strategy and the Head of People & Culture to develop and implement an up-skilling programme focused on 'working in partnerships' for Plan International staff.
- Stays informed about local and regional trends in localisation and partnerships, providing regular updates and analyses to the Country Director and leadership team.
- Develops and manages a proactive National Influencing and Campaign Strategy that incorporates insights from global and Pan-African initiatives, tailored to align with the nation's shifting priorities.

### Partnership Support (30%)

- Ensures the establishment of a multi-disciplinary partnership working group, ensuring the group shares a unified vision and possesses a detailed, accountable, and quantifiable action plan. This plan is crucial for supporting the realization of the country strategy's partnership goals.
- Lead the multi-functional partnership working group, spearheading the creation, execution, and ongoing enhancement of a comprehensive set of partnership assessment and capacity-building tools. This is achieved in partnership with the operational and technical leads from the country office and global headquarters.
- As the lead of the multi-sectoral partnership working group, guarantees that partnership assessments and capacity-building efforts are reflective of the essence and objectives of the Building Better partnership framework.
- As the head of the multi-sectoral partnership working group, ensures that the selection of partners for specific projects is guided by the outcomes of capacity assessments and that the selection process is collaborative, involving partner organizations.
- Support the Country Management Team (CMT) in fostering a culture of shared learning throughout the entire partnership journey.

### Qualitative Partnership Management (25%)

- Facilitates collaborative engagement with the Head of Programme Implementation, Head of Supply Chain and Administration, Head of Business Development, and Manager of MERL to create diverse platforms for dialogue with potential, current, and former partner organizations. This initiative aims to gather and incorporate their feedback on their experience with Plan International South Sudan, across various themes, into our improved operational practices.

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- Works in close partnership with the Head of Supply Chain and Head of Business Development to ensure the prompt finalization of contracts with partner organizations. This process is conducted in accordance with the principles and objectives of our partnership framework, ensuring that all partners and programme/project managers are consistently informed about the timeline, requirements, and progress.
- Serves as a partnership focal for Plan International South Sudan at key partnership forums and conferences, advocating for the organization's position as a frontrunner in championing girls' rights.

#### **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;
- 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**

- Managing internal and external communications in a multicultural environment
- Managing communications in emergencies
- Dealing with high demand for analysis of documents and situations and provide policy and advocacy recommendations
- Quality time to analyse and interpret situations in country context and find appropriate responses
- Intercultural understanding and communication needed
- Serving as brand ambassador for Plan International in South Sudan at field level
- Prepared to work long hours to meet deadlines

#### **LEADERSHIP COMPETENCIES**

- Align work priorities and resource deployment in own area with Plan International's wider goals and longer-term direction.
- Lead through influence rather than position, and role model PI values, accelerating gender equality inside and outside Plan International and addressing resistance. Self-aware and keen to learn, seeking feedback and creates a safe environment for others to challenge self or raise concerns.
- Achieve desired outcomes and finds innovative solutions by using the expertise and creativity of others and adopting a coaching approach with the people they manage or advice.

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- Delegate tasks and decisions, trusting and stretching others but ensuring they have the resources and support they need.
- Create space for reflection and uses external evidence and internal evaluation to identify what and how we need to improve and then to support others through change.
- Build positive relationships outside their own work area, being willing to compromise own preferences to achieve our broader purpose and longer-term impact

### **BUSINESS MANAGEMENT COMPETENCIES**

- Understand relevant sectorial context including how the sector operates in terms of partners and governance and awareness of Plan's purpose, values, and global strategy
- Manage legal and reputational risk including risk assessment, communication, risk management and reporting in full compliance with risk-related standards, including in areas such as Child and Youth Safeguarding and Protection, Gender equality and inclusion, Counter Fraud, Safety and Security
- Manage people and information including skills in assessment and coaching, evidence-based management, communication skills, both speaking and writing, and digital working, including personal digital skills.

### **COMMUNICATION AND WORKING RELATIONSHIPS:**

#### **Internal**

- Country Management Team and extended members
- Partnership Network in both Regional and Global Hub
- Heads of Departments in Plan International South Sudan
- Thematic Leads, Project Manager(s), PIA Manager(s)
- Plan International South Sudan staff



#### **External:**

- Government departments and agencies
- Partner organizations, including NNGOs, INGO's, Youth Networks, Youth led organizations, Women Rights Organization (WRO), Think Tank, Academia, coalition, and Private Sector

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

#### **Knowledge**

- Master's Degree in relevant field, preferably in social science, Sociology, Development Studies with 5 years' relevant implementation, technical and/or supervisory experience, or demonstrated equivalent combination.
- Knowledge on Partner organisations, including NNGOs, INGO's, Youth Networks, Youth Led Organizations, Private Sector



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- Significant exposure with demonstrated ability to develop, nurture and promote equal valued/shared-power relationship with diverse range of partner organizations i.e. youth organizations, CBOs, Govt., NGOs, private sector, academic or research institute etc.
- Experience in coaching and mentoring team members towards equal-valued/shared-power partnership principles
- A sound understanding of gender equality and inclusion, and working with a rights-based Perspective
- Able to communicate effectively and authoritatively on area of expertise.
- Able to foster a “learning culture” where all partners are able to learn from one another by allowing new ideas to come forward in an open exchange of experiences.
- Compelling influencer and communicator (writing and oral)
- Able to inspire others and bring them together around a common agenda
- Advanced facilitation and consultation skills
- Able to build networks and manage /influence across professional and organisational borders
- Fluent in English
- Formal qualification/past training in partnership brokering/negotiation
- Knowledge and understanding on different kinds of partnership characteristics and managerial complexity in development sector

## 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

- 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



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- 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:**

- Medium 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 “Advisor, Partnership – Juba”**” should be addressed to:

**The Head of People and Culture  
Plan International South Sudan  
Juba, Hai Jerusalem.**

All applications in hard copies should be submitted to Plan International juba Office. Or you can send your application documents via this email: [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, 7<sup>th</sup> June 2024.**

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

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