



Finn Church Aid (FCA) is Finland’s biggest development co-operation organisation and the second biggest organisation in Finland working in humanitarian aid. Finn Church Aid is a member of the ACT Alliance (ACT), an alliance of faith-based development and humanitarian aid organisations forming one of the world’s largest aid organisations.

FCA is seeking for an experienced **Gender and Inclusion Coordinator** to support the implementation of Finn church Aid programmes in South Sudan

Job Title	Gender and Inclusion Coordinator
Position Open for	SOUTH SUDANESE ONLY
Start date	As soon as possible
Duty Station	Juba – with travels to field locations (To Be Based in Juba with frequent visit to Guit, Pibor and other FCA ECW partner counties)
Closing date	14 th May 2024 at 16:00hrs
Duration of contract	12 Months with Possibility of Extension

PRIMARY PURPOSE OF THE POSITION

The primary purpose of the Gender and Inclusion Coordinator is to provide high level technical support through the mainstreaming of gender, disability, and inclusion minimum standard in the implementation of ECW project activities – The Multi Year Resilience Program in South Sudan. The Gender and Inclusion Coordinator will oversee the implementation of gender-responsive and disability-inclusive education programs, ensuring the protection and advancement of girls, young mothers, pregnant girls, and children with disabilities. This role involves providing technical support, coordinating activities, and managing stakeholders to achieve program outcomes and outputs. To achieve this, the position holder is expected to work closely with World Vision International (WVI), Helf Education South Sudan (HESS) and other ECW partners in South Sudan.

MAIN RESPONSIBILITIES

KEY AREAS OF ACCOUNTABILITY:

Technical support and coordination:

As the Gender and Inclusion Coordinator you will provide technical advice and support to FCA and her partner members under the ECW, taking technical leadership so that gender is fully mainstreamed throughout FCA's project cycle and all ECW's activities. In this role, your objective is to ensure that the gender transformative agenda of the ECW is fulfilled. You will be responsible for ensuring that international and donor guidance on gender is included in the design, planning, and implementation of the ECW work plan, adapting it to the context in South Sudan. You will train and support stakeholders on key gender issues, promoting safe and gender-inclusive programming in the way that FCA, but especially the ECW MYRP, responds to the needs of men, women, boys, and girls in all their diversity. In addition, you will have a key role in offering capacity building and technical support to FCA partners and will also ensure that Sustainable Resilience Plans (SRPs) and any SOPs, whether existing or newly created, support gender-transformative programming.





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Formal and non-formal gender responsive-education technical provision and support:

- Provide tailored MHPSS and life skills training for young mothers in schools.
- Develop joint strategies with PTAs/SMCs to support school dropouts' re-enrollment.
- Roll out comprehensive sexual education curriculum and support career guidance for girls.
- Establish Accelerated Learning and pastoralist education programs for out-of-school children.
- Support pregnant girls and young mothers with tailored assistance and referrals to health services.
- Lead with technical support the gender-transformative programming objective by advising on the mainstreaming of gender in SRPs, in line with global.
- In consultation with the supervisor, establish and maintain good working relations with schools, state and county authorities, the national ministry of education, and other humanitarian actors.
- Support field assessments and monitoring of project at the field level.
- Assist in gathering feedback and complaints from beneficiaries and coordinate with the FCA complaints focal point.
- Ensure timely data collection, documentation, and dissemination of project intervention outcomes to relevant stakeholders.
- Performs any other duties as may be assigned by the line manager and other project managers.
- standards and international frameworks on gender and women's rights, promoting enhanced understanding of gender issues among all stakeholders and technically advising key staff and identified stakeholders.

GBV Prevention and Response:

- In collaboration with the Monitoring & Evaluation and program teams, conduct strategic gender analysis before, during and after the implementation of activities, ensuring the use of Sex, Age, Disability Disaggregated Data, including contextual gender analysis with stakeholder and dynamics analysis.
- Technically supervise and offer enhanced capacity building to the FCA program team and support partners with gender-sensitive issues.
- Support advocacy or policy work on gender issues and the inclusion of gender key messages and actively advocate for Safe and Inclusive Programming, Protection from Sexual Exploitation and Abuse, Sexual Harassment (PSEAH), Child Safeguarding (CSG), and Accountability to Affected Populations.
- Support the implementation of the MoGEI MHM Strategy, including the distribution of dignity kits and training on MHM.
- Lead the establishment and manage Girl-Friendly Spaces (GFS) to provide a supportive environment for girls' development.
- Facilitate the development and implementation of GBV risk mitigation plans through collaboration with stakeholders.
- Map actors and service providers on child protection, GBV, MHPSS, and disability as well as form and train committees on GBV referral pathways and mechanisms.
- Lead the establishment of child rights clubs, child-help desks, and strengthen school-based CP, GBV, and MHPSS services.
- Facilitate GBV committees in developing and implementing risk mitigation plans.
- Build capacity of stakeholders on gender-transformative education and support female teachers.
- Provide briefings on gender equality, gender analysis, Safeguarding, and inclusion to grants under contract recipients.
- Lead the implementation of Community Action Cycle (CAC) approach.





Life Skills and SEL Programs:

- Train teachers on counseling and provide support for HEART, Team-Up, and SEL programs
- Facilitate teacher peer support groups and raise awareness to prevent GBV stigmatization.

Other tasks

- Represent FCA in relevant coordination forums including effective participation in the technical working group (TWOg) at the county level.
- Design training materials on gender, safeguarding, and PSEAH and give training to FCA staff, volunteers, contractors, and partners, as well as awareness raising to affected communities.
- In coordination with the Education Advisor and Head of Programme, draft specific, context-driven sub-plans to address gender concerns per activity.
- Support whole-of-program analyses of approaches to ensure that vulnerable groups benefit from FCA program activities.
- Represent FCA and the ECW in the national Gender Working Group and take on the role of overall PSEA & Child Safeguarding (CSG) Focal Point and Accountability Focal Point for FCA.
- Plan and ensure that timely procurement and delivery of project goods and services are done while adhering to FCA procurement guidelines.

Special tasks

- Monitor overall progress of Gender and Inclusion, Disability as well as CP indicators and ensure cross cutting areas are incorporated in activity implementation.
- Support FCA right based approach, rights to Education, Livelihood and Peace.
- Performs other special tasks as requested by the supervisor.

Competence, experience, skills, knowledge needed.

- Applicants for this position MUST possess the following requirements.

Essential

- Degree or master's degree in Sociology, Psychology, Social Sciences, Development Management, Community Development, or a related field from a recognized University.
- Qualification in Project Management at Post Graduate level is an added advantage.
- At least 6 years' experience in supporting Protection response in South Sudan.
- Good communication and report writing skills.
- Managerial experience at mid-level.
- Able to work with minimum supervision, proactive and organized.
- Previous experience in mainstreaming gender programming in education, teacher training, instructional material development, crisis/emergency relief management, needs assessment, etc.
- Good understanding of child protection, gender-based violence, and mental health and psychosocial support.
- Experience in coordinating multi-sectoral education programs.
- High degree of discretion in dealing with confidential information.
- Practical experience in the implementation of donor-based projects is an asset.
- Detailed knowledge and understanding of the rights-based approach and child safeguarding standards.
- Self-motivated and able to work under minimum supervision as well as a team player.
- Willingness to work and live in a context with limited social amenities and hard-to-reach areas.
- Must be a South Sudanese National.



The logo for Finn Church Aid (FCA) consists of the letters 'FCA' in a bold, white, sans-serif font, set against a teal-colored rectangular background with a slightly distressed or hand-painted appearance.

Finn Church Aid



Desirable

- Motivated, proactive, flexible, and innovative team player with excellent communication skills
- Ability to work in insecure environments and stay in simple living conditions.
- Willingness to travel extensively in remote areas.

Twelve (12) month contract, including a three-month probation period, will be offered to the successful candidate. The contract is subject to renewal based on performance and further funding. The compensation is based on FCA Salary System and depends on prior work experience.

How to Apply

Please apply by sending both a detailed curriculum vitae and a motivation letter in English with the names and recent email address of referees (telephone and official email addresses) and copy of national ID cards by Thursday **13th May 2024 16:00 PM** to Admin.Ssuco@kua.fi and Hard copies of your application can be hand delivered to Finn Church Aid office in Juba, American Embassy residence-Turkey Embassy-UNESCO Road.

Only candidates who meets the minimum requirements will be contacted for interviews

Note:

- *Due to the urgency of the position, the applications will be reviewed on rolling basis and applications who fulfill the minimum requirements will be contacted for interviews.*
- *FCA is an equal opportunity employer with zero discrimination policy*
- *FCA has commitment to Child safeguarding, Protection of Sexual Exploitation and Abuse, and Anti-Corruption/Fraud and Money Laundering Policies*

