



PLAN INTERNATIONAL SOUTH SUDAN

JOB ADVERTISEMENT

Plan International (PI), is an independent global child right organization – without religious, political or governmental affiliation that has been operating in South Sudan since 2006.

Plan recognizes that the geographical context and recent history have left the communities of South Sudan highly vulnerable to emergencies from political and inter-ethnic conflicts, influx of returnees, food insecurity, long dry spells and floods. Cognizant of the need Plan is implementing emergency and recovery response in six states of South Sudan, namely Central Equatorial, Eastern Equatorial, Western Equatorial, Lakes, Upper Nile and Jonglei. Program includes food assistance, agricultural rehabilitation, Food Security and Livelihood, Education in Emergencies and Child Protection in Emergencies. Plan International also works with both International and Local partners.

In order to enhance its response program, Plan South Sudan is seeking to recruit a qualified South Sudanese for the position of Advocacy and Influencing Manager –to be based in Juba”.

No. of Vacancies (1)

Job Title:	Advocacy and Influencing Manager
Tenure	12 Months (With Possibility of Extension)
Grade	D2
Department	Programme Development and Advocacy
Reports to	Director for Programme Development and Advocacy
Location	Juba

Purpose of the Role:

The post holder will report to the Director of Programme Development and Advocacy (DPDA). The post holder will work closely and collaboratively with teams within Plan and external stakeholders to deliver on key outputs for the various donor funded projects, campaign, including activities and communications materials, providing guidance to technical and field teams for supporting to accomplish Advocacy and Influencing initiatives.

Dimensions of the Role:

- A lead for advocacy, policy and strategic partnership engagements towards achieving the influencing objectives of the Country Office.
- Provides leadership and supervision to Plan’s team for all integration of influencing activities.
- Facilitates the development and maintenance of strong internal and external linkages with key national institutions, strategic partners, peer organizations, the private/corporate sector and media outlets within and beyond the country.
- Advises on and manages risks related to Plan’s advocacy, campaigning, strategic partnership, work in the country.
- Develops and oversees the execution of the assigned component of the CO budget for influencing interventions.

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Key Accountabilities:

Strategic planning and delivery: Develop, deliver and monitor a relevant and up-to-date National strategy for Influencing, campaigns, and contribute input into strategy for marketing and branding taking into account, Global, Pan-African Office as well as emerging national programme and campaign priorities.

Indicators of success will include:

- The CO design, implement, monitor and evaluate strategies for Influencing, campaigns, marketing and branding that is aligned to Global, Regional and CO priorities; respective plans developed, implemented and progress monitored and evaluated.
- Impact on influencing changes, Plan SSD profiling, branding, Plan SSD position in the country and actions taken by others clearly documented and shared;
- The impact report also demonstrated contribution to the Global and Regional priorities as well as value adds to program design, advocacy, campaign, fundraising, and public relations.
- The CO timely and effectively participate, support and contribute to the attainment of Plans Global initiatives, including global campaign goals and results (Girls Get Equal Campaigns).
- Build and manage a high-performance structure for influencing, campaign and profiling function that is structured, focused and staffed for productive and quality work.
- There is documented context analysis including challenges, risks, threats and opportunities for advocacy and influencing work; and the context impacts and inform approaches to campaign, influencing, messaging, public engagement and operations.
- The CO work around influencing, advocacy/media/journalist work comply with safeguarding and child protection standards



Network Leadership, Strategic Partnerships and Movement building: Establish and maintain national strategic partnerships and networks with like-minded Civil Society Organizations, peer agencies, private sector companies which have a national or sub-national reach and agenda.

Indicators of success will include:

- The CO creates a vibrant movement across the country that is powered to promote children’s rights and equality for girls. (Powering the Movement and building girls agency approaches)
- Support Youth Activism for gender equality at country and field level by supporting the implementation of powering the movement at all levels, so that Plan International-supported youth voice and power is increasingly heard and felt externally.
- Work with at emerging civil society organizations and youth-led movements and initiatives, support them to develop and project their agendas widely targeting the public and key decision makers.
- Joint ventures with other partners and relevant government institutions have been established to raise funding and to take advantages/utilize relevant forum, initiatives and events to influence the national agendas and decision-making bodies to focus on child rights and gender equality.

Enhancing organizational visibility, marketing, branding and profiling: Promote and actively communicate the quality and reach of Plan’s program and influencing work for children’s rights within and beyond the Country audience.

Indicators will include:

- In collaboration with communication team, representatives and correspondents of national media houses are contacted and visited regularly in order to establish good relationships and launch joint advocacy and influencing initiatives to produce and showcase contents for their and our use. Specifically, National media houses publish quarterly and annual reports on positive work of Plan International (Impact of program and Influencing)

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- Close collaboration and a shared agenda is in place between the communication and public relation, teams ensure, that information sharing about influencing and advocacy work of Plan South Sudan profiled to the public is high, positive as well-known as a go to child rights and equality for girl's organization., by developing, maintaining and implementing effective media advocacy activities. (Monthly, Quarterly, Biannually and annually)
- In liaison with program and MEAL teams, lead and ensure the quality & timely production of corporate marketing products, including the Country Programme Progress Report, annual reports and evaluation reports. The reports are professionally, efficiently produced and disseminated to key stakeholders.
- In collaboration with communication team, contribute to ensure that best practices, success stories, case studies etc. for all field offices are collected and produced and well package to adds value to country operations, fundraising, profiling and marketing targeting our current donors as well as to engage/attract new donors.

Influencing the agenda of critical (sub-regional) institutions and authorities: Shape debates, agendas and decisions of national bodies, authorities and inter-governmental institutions by championing and promoting a focus on children's rights and gender equality and providing spaces for youth participation.

Indicators will include:

- In collaboration with thematic leads, and jointly with other stakeholders'/duty bearers plan to utilize key events/moments/national and international days/events in the country to participate and highlight priority issues for children rights and equality for girls.
- In collaboration with the MEAL team support the development of annual research agenda as well as support the research planning, based on our program and influencing work to provide information for advocacy purposes.
- Plan participate in the development, assessment and comment on policy papers and thematic initiatives within national authorities' institutions
- Collaborate and provide inputs to the regional and global influencing and advocacy initiatives

Campaigns:

Indicators will include:

- The CO produce and implement annual plan for GGE campaign including take overs events and marking key events such as, IDG, Global Girls summit, the day of African, Youth forum etc.
- Campaign and advocacy work's risk profile developed, advise provided and risk well managed.
- Establish, strengthen and maintain strategic partnership and alliances with campaigns and advocacy partners, such as but not limited to Government; UN Agencies; INGOs, Media and Higher Educational Institutions.
- In liaison with program staff, ensure the production and dissemination of key thematic positions papers and position statements, key thematic messages on the campaign themes.
- Draft thematic advocacy briefs developed, including material for advocacy on Policy changes in relation to the promotion and protection of child rights and equality for girls developed and utilised by program team.
- Draft, media statements and press briefings regularly on current issue and as and when the situation demands for influencing changes
- In collaboration with the communication team prepare and position the spokespersons for important media opportunities and interviews that promote and protect the public image of Plan International while raising public awareness on key issues of children's rights especially girls.

Safeguarding Commitments:

- Commit and contribute to an environment where children and adult program participants feel respected, supported, safe and protected;



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- 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

Complexity of problems handled & the degree of investigation, analysis, & creative thinking required to solve them

- Managing Advocacy and Influencing in emergencies
- Dealing with high demand for analysis of documents and situations and provide policy and advocacy recommendations
- Intercultural understanding and communication needed
- Prepared to work long hours to meet deadlines

Communications and Working Relationships:

Internal:

- All Thematic Leads/Advisors
- Country Management Team and extended members
- Regional Advocacy and Communications team
- Visiting National Organization staff
- Heads of Departments in Plan International South Sudan
- Plan International South Sudan staff

External:

- The media houses and journalist
- Government departments and agencies
- Non-Governmental Organizations
- Community Leaders
- Donors, Sponsors and partners



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

Knowledge

Successful candidates will possess;

- A Master's Degree or Advanced in Mass Communication, Journalism or any of the following area: Law, Business Administration, Development Studies.
- Minimum of 5 years' relevant working experience in development sector or media
- Experience of developing and implementing media, advocacy or campaigns
- Good knowledge about media in South Sudan
- Knowledge and understanding of human rights, in particular children's rights
- Knowledge of the environment in which non-governmental organizations operate.
- Fluent in English (both written and verbal). Working knowledge of Arabic and/or other local languages will be an added advantage
- Ability to think strategically

Skills

- Excellent communication skills (written and oral)

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- Excellent multi-media (audiovisual) skills
- Skills on managing CMS, Drupal system of website
- Standard office IT skills, designing.
- Updating, posting and managing social media accounts
- Photo taking and video capturing and packaging
- Time management and organizational skills
- Strong team working skills
- Creativity (ability to communicate in different ways)
- Planning, and organizing skills,
- Influencing and persuading skills
- Excellent interpersonal and cross-cultural communication skills
- Ability to form and maintain relationships through teamwork and networking



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
- 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:

- High 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,

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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 “ADVOCACY AND INFLUENCING MANAGER -JUBA” should be addressed to:

**The HR & OD Business Partner
Plan International South Sudan
Juba, Hai Jerusalem.**

Applications should be submitted either in hard copies to Plan International Office in Juba.

OR You can send your application via email to hr.ss@plan-international.org

The closing date for receipt of applications is before close of business on Tuesday, 24th January 2023.

Note: Applications submitted are non-returnable.

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