

Vacancy Announcement

Job Title: Protection Assistant
Department: Governance and Rights
Supervisor: Senior Protection Officer
Country Program: South Sudan
Location: Maban, Upper Nile State
Grade/Level/Band: 9A
Number of Positions: 02



Background

The International Rescue Committee (IRC) responds to the world's worst humanitarian crises and helps people to survive and rebuild their lives. Founded in 1933 at the request of Albert Einstein, the IRC offers lifesaving care and life-changing assistance to refugees forced to flee from war or disaster. At work today in over 40 countries and 22 U.S. cities, we restore safety, dignity and hope to millions who are uprooted and struggling to endure. The IRC leads the way from harm to home.

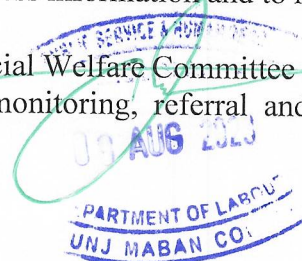
IRC has operated in South Sudan for over 30 years now delivering humanitarian relief, post-conflict assistance, and development programs in both refugees, internally displaced and host community settings. IRC operates in 9 field offices including in Juba with program portfolio covering health, nutrition, child protection, economic recovery and development (ERD)/livelihoods, women's protection and empowerment and general protection. IRC continues to provide life-saving assistance and humanitarian aid to vulnerable South Sudanese, trying to rebuild their lives and restore peace. The IRC's new strategy in South Sudan will prioritize improving health, safety, and economic well-being, targeting women, children, and other vulnerable groups.

Job Overview

Reporting to the Senior Protection Officer (P0), the Protection Assistants (PA) will assist in the implementation of IRC's protection program in Maban, Upper Nile State. The PA will support the POs in implementing Protection Monitoring, Protection Case Management, Access to Justice, and Peaceful Coexistence activities and undertaking protection/human rights monitoring in the crisis affected areas. His/her role will be building the capacity of community-based protection and peace committee to contribute to community-led protection and peaceful coexistence. Further, the PA will organize, participate in relevant information sessions, focus group discussions, individual interviews, household surveys, rapid assessments, community mobilization and general monitoring visits. The PA will address protection concerns through the provision of referrals to the relevant actors in the assigned locations. Finally, the PA will support the POs in delivering workshops and trainings at the community level and to other stakeholders on human rights and basic protection principles. The PA will throughout his/her work ensure confidentiality and strictly adherence to the Code of Conduct.

Major Responsibilities

- Implement community-based protection and peace activities and integrate in ongoing protection and peace messaging and activities.
- Ensure daily presence (working hours) at the Information, Advice and Referral Centers in Maban refugee camps or other identified locations to enable Refugees to access information and to refer them to partners for the appropriate interventions.
- Working with community outreach volunteers, mobilizes Social Welfare Committee [SWC] members and youth champions to facilitate community-led protection monitoring, referral and response, peaceful

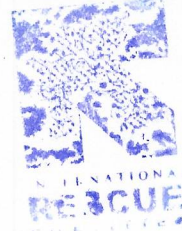


coexistence within the camp and trauma-informed PSS wellness group activities and awareness sessions in the refugee camps.

- Participate in FGDs, household survey, key informant interviews and protection assessment.
- Ensure clients referred are documented in the referral recording book daily and follow up with the clients to ensure a meaningful access to services. Keep record and manage referrals championed through community action groups.
- Assist the Senior POs with delivering training modules and tools on topics such as human rights and basic protection principles for Community Protection Committees and other community structures.
- Assist the Senior POs with completing all necessary documentation for each activity (including weekly vehicle movement plans (in collaboration with the Women's Protection and Empowerment team), procurement requests, payment requests, etc.) and for the reconciliation of the money spent during each activity.
- Compile reports of activities undertaken, when requested.
- Work with Senior Pos support to develop and review weekly, monthly, and quarterly plans.
- Liaise and build partnerships with block leaders, sheikhs/umdahs, community leaders and other relevant actors to encourage participation in, support for and a better understanding of the program activities.
- Perform any other duty as requested by the PO.

Job Requirements:

- Secondary level, Diploma or Degree in Social Sciences, Law, or related field
- At least 1 year community-based training experience involving human rights and/or protection and protection monitoring/human rights experience
- Comprehensive understanding of human rights and protection principles
- Excellent interpersonal skills and works well with people of different cultures, gender, and backgrounds
- Commitment to human rights and protection principles
- Strong English writing and organizational skills
- Familiarity with customary laws, judiciary systems and legal developments and issues in Southern Sudan
- 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 most of the week, often overnight, to remote locations with few amenities
- Knowledge of Microsoft Word, Excel, and Email application software
- Fluency in English and Arabic required



Demonstrated Skills and Competencies:

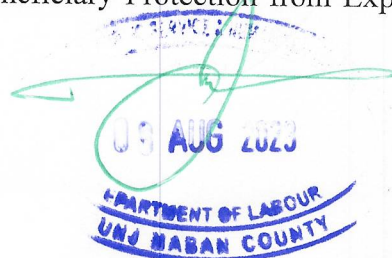
- Belief in human rights including gender equality.
- Good communication skills including ability to gain trust and build relationships with new communities.
- Basic computer skills including Microsoft Word and excel
- Good interpersonal skills and ability to work as part of a team, as well as independently.
- Flexible and able to work in a dynamic and diverse environment.

Working Environment:

Position is based in Maban and must comply with IRC South Sudan's security protocols.

Standards of Professional Conduct:

The IRC and IRC workers must adhere to the values and principles outlined in IRC Way Standards for Professional Conduct. These are Integrity, Service, Accountability and Equality. In accordance with these values, the IRC operates and enforces policies on Beneficiary Protection from Exploitation and Abuse, Child



Safeguarding, Anti Workplace Harassment, Fiscal Integrity, and Anti-Retaliation the IRC operates and enforces policies on Beneficiary Protection from Exploitation and Abuse, Child Safeguarding, Anti Workplace Harassment, Fiscal Integrity, and Anti-Retaliation.

Safeguarding policy:

The IRC has a zero-tolerance policy for safeguarding violations by staff, incentive workers, visitors, sub-grantees, suppliers/sub-contractors, and implementing partners. Safeguarding at the IRC is an integral to the organizational values and ethics, and staff and associates are expected to take all reasonable steps to prevent the sexual exploitation, abuse, and harassment of any person linked to the program by both its employees and any downstream partner. The successful candidate will be subject to a thorough background check and satisfactory references.

Narrowing the Gender Gap:

The International Rescue Committee is committed to narrowing the gender gap in leadership positions. We offer benefits that provide an enabling environment for women to participate in our workforce including a flexible hour (when possible), maternity leave, transportation support, and gender-sensitive security protocols

Equal Opportunity Employer:

IRC is an Equal Opportunity Employer. IRC considers all applicants because of merit without regard to race, sex, color, national origin, religion, sexual orientation, age, marital status, veteran status, disability, or any other characteristic protected by applicable laws

How to Apply:

Interested candidates should submit a copy of their CV and a cover letter by E-mail to SS-HR@Rescue.org or deliver by hand to IRC Field Office in Maban latest by **22nd August 2023**. The position is for **national with relevant DOCUMENTS**.

NOTE: Only shortlisted candidates will be contacted and attach photocopies only while original will be asked at the interview panel and all the photocopies will remain the property of IRC.

'WOMEN, MINORITIES AND PEOPLE LIVING WITH DISABILITIES ARE ENCOURAGED TO APPLY.

