

*II-Approved*



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## 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 **“Child Protection in Emergencies Project Coordinator – Based in Rumbek”**.

**No. of Vacancies – One (1) Positions**

<b>Job Title:</b>	Child Protection in Emergencies Project Coordinator
<b>Grade:</b>	D1
<b>Tenure</b>	12 Months (With Possibility of Extension)
<b>Department</b>	Programs
<b>Reports to</b>	<b>Project Manager</b>
<b>Location</b>	<b>Rumbek – Lake State</b>



### Purpose of the Role:

The Child Protection in Emergencies Coordinator will provide overall technical guidance and support to the Child Protection in Emergencies work being implemented in Lakes State. He/she is responsible for ensuring that quality programs are implemented and capacities developed to provide protection to children.

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### Key Accountabilities:

- The post holder is responsible for project implementation, monitoring, evaluation and review while ensuring quality program delivery of the child protection component of this project.
- Supervise Child Protection in Emergencies Assistants, Data Clerk and Case Workers Officers to ensure timely and quality implementation and monitoring of the project activities;
- Provide technical support to the CP project staff through trainings, mentoring and coaching on key CPiE competencies
- He will have overall responsibility of the cash voucher assistance under CP and work closely with the FSL Officer in ensuring that identified beneficiaries receive assistance as per the guidelines
- Provide monthly child protection narrative report to the Project Manager and the Country Office – CP team
- Provide monthly 5Ws report on CP for Lakes State

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- Ensure the representation of Plan International in coordination meetings such as the protection cluster, child protection sub-cluster and GBV sub-cluster
- Document learnings gathered during project implementation period
- Ensure CP referral systems are identified, updated and disseminated as appropriate to the project staff, beneficiaries and communities
- Ensure that safeguarding children and young people policy, code of conduct, standards are understood, observed and incidences reported by the project staff and communities.
- Any other tasks required.

#### 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

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

- Facilitating cordial relationships with and among various stakeholders from a variety of backgrounds.
- Patience in dealing with difficult children
- Handling conflicting priorities and ad-hoc requests from various stakeholders in the best interest of the organisation.
- Given the wide scope of responsibility and limited resources, it is essential that the post holder is able to effectively manage a variety of tasks and clearly identify priorities.
- Creativity in developing strong partnerships and in making use of internal and external resources.
- Ensuring active and full participation all stakeholders.

#### Communications and Working Relationships:

##### Internal:

- Project Manager
- Project Staff
- Country Office - CP staff
- PIAM
- Visiting National Offices and Donors staff
- Other Plan staff

##### External:

- International/national and state institutions, agencies, clusters and donors
- Children and their families
- Parents and other members of the communities



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- Other partners



**Knowledge, Skills, Behaviors, and Experience Required to Achieve Role's Objectives.**  
*Gained through education, training, & experience*

**Knowledge**

- A Bachelor Degree, preferably with a Masters' degree, in community development, social sciences, human rights, law, psychology or related field
- A minimum of 5-7 years' experience in child protection work with a humanitarian organisation.
- Experience in community development programming.
- Experience in proposal development and report writing.
- Experience in carrying out assessments, situation analysis, and produce work plans
- Awareness of child protection issues in South Sudan.
- Fluent in English (both oral and written). Working knowledge of local Arabic and/or other local languages will be an added advantage.

**Skills**

- Coordination and leadership skills.
- Excellent analytical, conceptual and strategic thinking skills.
- Excellent writing skills, for both research and communication purposes.
- Innovative and field oriented
- Good interpersonal skills



**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.

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### 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:

- Low 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 Guideline:

All applications marked on the right hand corner of the envelope “Application for the Position of “Child Protection in Emergencies Project Coordinator – Based in Rumbek” should be addressed to:

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

**NB:** All Applications letters should be hand delivered to plan international Office in Rumbek only. Or you send your application 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 Monday, 28<sup>th</sup> November 2022.**

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

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