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 MOL/RCSTJ
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 25/01/2023



HLSS VACANCIES ANNOUNCEMENT

Department	PROTECTION
Duty Location	JUBA_HLSS HEAD OFFICE
Contract duration	12 Months, Renewable depending on performance/ Funds
Salary package	Attractive
Background	Health Link South Sudan (HLSS) is a South Sudanese registered non-profit humanitarian and developmental organisation, founded to contribute to reduction of absolute poverty by promoting social justice, equity, and dignity of the human person. HLSS aims at building and sustaining a healthy, productive, and righteous society that co-exists peacefully with each other by influencing the socio-economic, environmental, and political determinants of health. HLSS is currently implementing various HEALTH, NUTRITION, PROTECTION, and EMERGENCY interventions funded by various donors, HPF, FCDO, UNICEF, WFP UNFPA, and other UN agencies. As part of programme quality improvement and operations expansion, HLSS is seeking to recruit qualified persons to fill the vacant positions as below.
Job Title	Protection/GBV Specialist (1 Position)
Scope of Work	Under the supervision of the Operations Manager, the Protection/GBV Specialist will be responsible for protection/GBV program design, oversight management, implementation, and Quality assurance. S/he will plan and execute effective placement of protection/GBV programming to support quality case management, psychosocial support and empowerment activities for vulnerable women, girls, GBV survivors and people with protection concerns. S/he will be managing and overseeing the activities associated with supporting the provision of holistic care for GBV survivors. S/he will actively participate in National and Sub-national Protection and GBV sub-cluster working groups. S/he will ensure application of effective program planning, identification of bottlenecks in protection/GBV prevention and response, and devise strategies to address them appropriately and technically supervise Protection/GBV staff.
Essential job duties	<p>Program quality and technical monitoring</p> <ul style="list-style-type: none"> • Provide technical leadership, oversight, and support to GBV programming to meet the needs of GBV survivors. • Provide technical capacity building support to junior/field-based staff and quality oversight during project implementation ensuring all activities align to GBV standards and cluster guiding principles. • Act as GBV information management system (GBVIMS) focal point, overseeing collection, storage, filing and analysis of GBV-related data in compliance with the ISP. • Conduct trainings on GBV prevention and response, PSEA etc to HLSS project personnel and partners. • Contribute to the implementation of GBV strategies at project sites, including working with project team, and other community groups to develop processes and advocate for GBV services and implementation of guidelines and policies.



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- Facilitate and strengthen development and implementation of GBV SOPs for all program sites to enable timely survivors access to minimum, appropriate services.
- Lead the process of protection/GBV project proposals development including tools for program monitoring and evaluation to guide implementation, monitoring and evaluation.
- Conduct continuous analysis of program achievements and undertake field monitoring visits to identify technical quality of services, evaluate personnel gaps and adjust work plan accordingly.
- Oversee GBV safeguarding processes during HLSS projects implementation, upholding the 'do not harm' principles at all time.
- Coordinate with the GBV partners and Health Program, to ensure uninterrupted supply of CMR materials.
- ~~Provide technical support to colleagues and partners, including psychosocial and awareness-raising on matters related to CMR for SGBV survivors and ensure that they provide the right information to survivors~~
- Develop professional, effective, and appropriate GBV psychosocial programming, including direct individual and group counselling support across program areas.

Program Development

- Lead GBV needs assessments and safety audits, produce, share, and provide recommendations to inform GBV Program design and strategy.
- Support HLSS administration in providing evidence-based input in the development of new proposals and concept notes for protection/GBV program.
- In collaboration with the finance department, led the preparation and management of programme budgets in line with HLSS and donor requirements.
- Support cross-cutting gender mainstreaming across other HLSS departments and program for mitigation of GBV risks across programmes interventions.
- Oversee compilation and analysis of monthly, quarterly, and annual Protection/GBV reports.
- Support the preparation of GBV advocacy materials.
- Conduct continuous program assessments on GBV prevention and response and provide constructive feedback to inform program quality improvement.

Coordination, Representation and Advocacy

- Support HLSS Management to ensure strong stake holders' coordination for smooth implementation of program activities.
- Conduct mapping and maintain database of Protection/GBV service providers operating in the HLSS program area and ensure that staff and communities are informed about available services.
- Coordinate stakeholders to improve referral pathway for survivors of GBV.
- ~~She/he will attend and represent HLSS in different protection/GBV coordination fora and profile HLSS work, whenever necessary.~~
- Participate in relevant cluster coordination meetings, collaborate, and build strong relationships with other stakeholders and implementing partners to support provision of quality care to GBV survivors.
- ~~Expressly alert the operations manager and the chief executive director in case of impending danger to team members or beneficiaries.~~

Staff Development

- Prepare job profiles for programme personnel in collaboration with the HR



	<p>department and participate actively in the recruitment process (interviewing, testing, etc.), as well as in any disciplinary decisions.</p> <ul style="list-style-type: none"> • Conduct training and mentorship to program personnel with the aim of strengthening their GBV technical capacity to guarantee quality programming. • Manage staff performance through probation and regular performance reviews. • Ensure that program team adheres to GBV programming guidelines and strategy. • Lead in developing standard tools to guide GBV prevention and response activities.
Qualifications	Master's degree or Bachelor's in Social Sciences, Gender studies, Development Studies, Psychology, Sociology, Legal or any other related discipline from a recognized Institution.
Technical competencies	<ul style="list-style-type: none"> • At least 5 years' hands-on experience or international experience in Protection/ Gender-Based programming. • Experience in addressing protection/GBV, legal and cultural issues in multi-cultural setting is mandatory. • Ability and willingness to work in diverse cultural and social settings. • Strong facilitation skills and experience in providing trainings and presentations for diverse audience. • Positive attitude towards gender equality and strong commitment to support multi-sectoral GBV response interventions. • Excellent verbal and written proficiency in English; knowledge Arabic is a plus. • Ability to work effectively with diverse social and cultural set up. • Ability to provide quality work (report) and achieving results • Excellent communication skills • Computer knowledge (MS office, word, internet, e-mail etc.) is an added advantage
Other Attributes	<ul style="list-style-type: none"> • Critical analytical and solving skills • Ability to work under pressure and produce results • Enthusiastic, energetic, independent, and self motivated to work long hours in sometimes remote contexts with basic amenities to meet the programme needs • South Sudanese National • Ability to maintain collaborative relationships
How to Apply	<p>All applications should be submitted with: CV (not Exceeding 3 pages) with 3 References, Motivation Letter and Relevant copies of documents written in English to: The Human Resources Manager, Health Link South Sudan, Juba</p> <p>Hard Copies can be dropped at: <u>Juba head Office, Torit, Malakal, and Bor Field Offices and. Or electronically to:</u> jobs@healthlinksouthsudan.org <u>Dateline for all applications is 25th February 2023</u></p> <p>ONLY SHORT LISTED APPLICANTS SHALL BE CONTACTED</p>

