


ARDF

 African Relief and Development Foundation
 Save lives & build healthier Communities


Vacancy Announcement

Position: 01	Gender & Social Cohesion Officer.
Project:	Integrated Food Security, Livelihoods and Social Cohesion for Refugees, Returnees and Host Communities in Aweil West & Aweil Centre, NBeG
Duty Station:	Field-based, Aweil (with regular travel to Wedweil - Aweil West, and Nyallat/Barnyiwin - Aweil Centre)
Supervise:	N/A
Supervisor:	Project Coordinator
Contract Period:	12 Months (aligned to project duration), with possibility of extension subject to funding
Date Posted	28 th September 2026
Closing Date	15 th October 2026

1. Background: The African Relief and Development Foundation (ARDF) is a non-profit, non-governmental national organization dedicated to providing humanitarian assistance, recovery support, and sustainable development solutions to vulnerable populations across South Sudan and Sudan. Established to address the needs of communities affected by conflict, displacement, natural disasters, and chronic poverty, ARDF works to improve the well-being, resilience, and self-reliance of individuals and communities through integrated, community-centered programming.

This position is engaged under ARDF's project "Integrated Food Security, Livelihoods and Social Cohesion for Refugees, Returnees and Host Communities in Aweil West & Aweil Centre, Northern Bahr el Ghazal (NBeG)", funded by AWO International / Aktion Deutschland Hilft (ADH), implemented in Gomjue East Payam/Wedweil Boma (Wedweil refugee settlement, Aweil West) and Nyallat Payam/Barnyiwin Boma (Aweil Centre). The project supports 480 households (refugees, returnees and host community members) through 16 Farmer-Savings-Groups, community nutrition and resilience structures, and a joint host-refugee land-and-labour farming model, to improve food and nutrition security, household livelihoods, and community resilience and social cohesion.

2. General Purpose of the Position: The Gender & Social Cohesion Officer leads the project's gender-transformative programming and its Community Resilience and Social Cohesion outcome, working under the supervision of the Project Coordinator. The position ensures that gender equality, protection, and social cohesion are embedded across all project structures - the 16 Farmer-Savings-Groups, the Community Resilience Committee, and the para-social worker cadre - and





that the project's mixed refugee-returnee-host design genuinely builds trust and cohesion between groups, not just economic outcomes.

The role provides technical support and coordination to the 8 Para-Social Workers on psychosocial support and GBV referral, supports the Community Resilience Committee (drawn from 6 underlying Community Resilience Groups), and leads gender analysis, mainstreaming, and gender-transformative approaches across food security and livelihoods activities.

3. Responsibilities and Key Tasks:

- Lead technical delivery of Outcome 3 (Community Resilience: social cohesion, peacebuilding, and psychosocial support), in close coordination with the Project Coordinator.
- Provide technical support and coordination to the 8 Para-Social Workers, ensuring referred psychosocial and GBV cases are tracked and followed up to resolution using the confidential case-tracking register.
- Support the Community Resilience Committee, ensuring meaningful representation from refugee, returnee, and host members.
- Lead gender analysis and gender-transformative programming across the Farmer-Savings-Groups, including engagement of men, boys, and community leaders to shift gender norms, and support for women's economic empowerment and leadership.
- Support the social, gender, and protection dimensions of the joint host-refugee-returnee land-and-labour (triad) farming model, including fair benefit-sharing agreements.
- Promote conflict-sensitivity, Do No Harm, disability inclusion, PSEAH, and accountability to affected populations (AAP) across project activities.

4. Specific Responsibilities and Tasks:

4.1. Gender-Transformative Programming:

- Conduct or support gender analysis at project baseline and periodically thereafter, disaggregating data by sex, age, and disability.
- Design and support gender-sensitive to gender-transformative activities within the Farmer-Savings-Groups, including engagement of men and boys and community/faith leaders on gender norms.
- Support women's leadership and participation within FSGs, the Community Resilience Committee, and agrifood value chain enterprises.

4.2. Social Cohesion and Protection:

- Support the mixed refugee-returnee-host membership design of the 16 FSGs and the land-and-labour triad model as a deliberate cohesion mechanism, monitoring for and helping resolve inter-group tension.
- Support fair, documented land-use and benefit-sharing agreements between host/returnee landowners and refugee members, working with the Project Coordinator and community/traditional leaders.
- Provide technical guidance and coordination to Para-Social Workers on psychosocial first aid, GBV-safe referral pathways, and case follow-up to resolution.





- Support functioning of community-level complaints, feedback, and referral mechanisms, ensuring they are safe, confidential, and accessible.

4.3. Monitoring, Reporting, and Compliance:

- Contribute gender- and protection-related data and case-tracking information to the project's MEAL system, in coordination with the MEAL Assistant.
- Contribute gender, protection, and social cohesion narrative inputs to donor reports.
- Support compliance with ARDF and donor PSEAH, safeguarding, and child protection policies across community-level activities.

5. Mandatory ARDF Policies Compliance:

- **Standard of Professional Conduct:** ARDF employees and associates are required to uphold the highest standards of professional conduct and to demonstrate commitment to the organization's core values of Faithfulness, Integrity, Professionalism, Good Governance and Stewardship, Empowerment, and Teamwork. All staff are expected to understand, comply with, and promote ARDF's policies on PSEA, child safeguarding, anti-harassment and anti-discrimination, fraud prevention, conflict of interest, and fiscal integrity.
- **Safeguarding and Protection:** ARDF is committed to creating and maintaining an environment that prevents all forms of abuse, exploitation, harassment, and harm, and maintains a zero-tolerance policy toward safeguarding violations. Successful candidates will be required to undergo appropriate background checks, reference verification, and other safeguarding screening procedures applicable to the position.
- **Gender Equality and Inclusion:** ARDF is committed to promoting gender equality, diversity, and inclusion within its workforce and programs, and actively works to increase the representation and participation of women in leadership and decision-making positions.
- **Equal Opportunity Employment:** ARDF is an equal opportunity employer committed to fair, transparent, and merit-based recruitment and employment practices. ARDF does not discriminate on the basis of race, ethnicity, color, nationality, region of origin, religion, gender, age, marital status, disability, or any other characteristic protected under applicable laws and organizational policies.

6. Qualifications & Experience:

a) Minimum Qualifications:

- Bachelor's degree in social sciences, Gender Studies, Social Work, Psychosocial Studies, Development Studies, or a related field.

b) Minimum Experience:

- At least 4-5 years of relevant professional experience in gender, protection, GBV/PSS, or social cohesion/peacebuilding programming in humanitarian or development settings.
- Experience working with displaced, refugee, or returnee populations is an advantage.

c) Technical Competencies:



- Sound understanding of gender-transformative approaches, GBV-safe referral pathways, and psychosocial support principles.
- Familiarity with conflict-sensitivity/Do No Harm and social cohesion programming in a multi-group (refugee-returnee-host) context.

d) Partnership and Coordination Skills:

- Demonstrated ability to build trust and coordinate with community leaders, women's groups, protection actors, and local authorities.

e) Language Requirements:

- Fluency in English, both written and spoken.
- Knowledge of Arabic and/or local Aweil languages is an advantage.

f) Personal Attributes:

- Empathetic, honest, and highly responsible.
- Strong interpersonal and facilitation skills.
- Flexible and adaptable to changing circumstances.
- Able to work independently and collaboratively within teams.

g) Work Environment Requirements:

- Ability to work effectively in a remote, conflict-affected field setting.
- Willingness to travel frequently between Aweil town, Wedweil, and Nyallat/Barnyiwiny.

7. How to Apply

a) Application address

Interested candidates are required to submit their application cover letter with clear salary expectations, an updated CV of not more than 5 pages, copies of their national ID and educational certificates through the **email address: hr.recruitment@ardf-ss.org**. The subject line of your email should include "Gender & Social Cohesion Officer" or you can look on the link below: <https://www.ardf-ss.org/current-jobs>

Note: This position is pending receiving funds from the donor. . Attach Labour Card for those within Aweil; those not within Aweil will collect Labour Card once successful.

Disclaimer: African Relief and Development Foundation does not charge any kind of fee at any stage of the recruitment process and does not act through recruitment agents.

