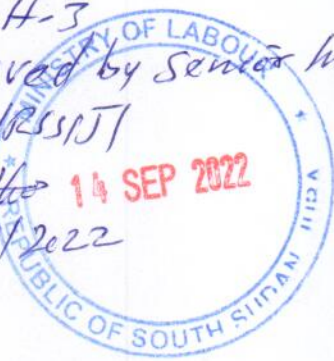


SB-H-3
 Approved by Senior Inspectors
 M/L/RSS/JT
 14 SEP 2022
 14/09/2022



JOB DESCRIPTION

Job Title:	Gender and Inclusion Coordinator
Location:	Juba
Reporting to:	Peacebuilding Manager
Type of position:	National
Grade and Salary:	Competitive INGO salary
Contract terms and hours:	12 months contract, renewable subject to funding and satisfactory performance Standard working week is 37.5 hours

Background:

Saferworld is an independent international organisation working to prevent violent conflict and build safer lives. We work with people affected by conflict to improve their safety and sense of security, and conduct wider research and analysis. We use this evidence and learning to improve local, national, regional and international policies and practices that can help build lasting peace. Our priority is people – we believe in a world where everyone can lead peaceful, fulfilling lives, free from fear and insecurity. We are a not-for-profit organisation operational in 12 countries across Africa, Asia and the Middle East. Saferworld is committed to providing a safe and trusted environment that safeguards our staff, partners and communities.

Our organisational integrity is derived from the values and principles that underpin and guide our work. This role is part of Saferworld's South Sudan country programme – where we have been working for over 10 years – which promotes conflict sensitivity and community-based solutions to insecurity and conflict, including the economic, political and social empowerment of women. Through this work, we seek to challenge harmful gender norms that fuel conflict and violence, including gender-based violence, and aim to promote gender equality and inclusion using a community-based peacebuilding lens.

The Gender and Inclusion Coordinator will be instrumental in supporting teams and partners to implement community security projects and peacebuilding programming using gender sensitive and transformative approaches; and in producing analysis and support gender-focused advocacy at subnational, national, regional and international levels. They will also support Saferworld's advocacy efforts on gender, peace and security, including monitoring and evaluation of Saferworld's gender work across funding streams. The position will support planning and implementation of activities to ensure inclusivity of all segments of the communities in project activities in terms of gender, ethnic and any other social identities taking into account the needs and priorities of women and girls, young women and men, as well as people with disabilities.

Job purpose:

The Gender and Inclusion Coordinator will work with Saferworld's South Sudan programme and partners to deliver Saferworld's gender, peace and security (GPS) programming and gender focused research, analysis and advocacy. S/he will lead Saferworld's work with women and girls in the Women Friendly Space, including advocacy efforts on gender and youth issues. S/he will provide technical support in the following areas:



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- leading on producing analyses, and supporting programme teams to implement these analyses in community-based peacebuilding programming using gender-sensitive and transformative approaches.
- supporting gender-focused advocacy efforts at sub-national, national, regional and international levels.
- work with partners and women and girls in the Women and Girls Friendly Safe Spaces (WGFSS) to identify their needs, interests, and priorities, and where possible, adapt activities according to these to ensure activities offered are conflict sensitive and meet the needs of women and girls.
- providing accompaniment and mentoring on gender, peace and security to both Saferworld staff and partner organisations in South Sudan.
- Supporting staff and partners to mainstream youth engagement in Saferworld's community security and peacebuilding programmes with a gender-sensitive lens
- lead Saferworld's advocacy efforts on youth concerns, including monitoring and evaluation of Saferworld's youth other minorities work across funding streams
- support planning and implementation of activities to ensure inclusivity of all segments of the communities in project activities in terms of gender, ethnic and any other social identities

Roles and responsibilities:

1. Lead on the strategic development, adaptation and implementation of the South Sudan programming on gender and inclusion, peace and security strategy

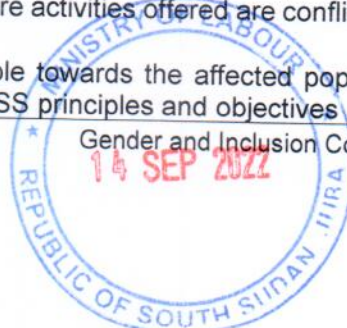
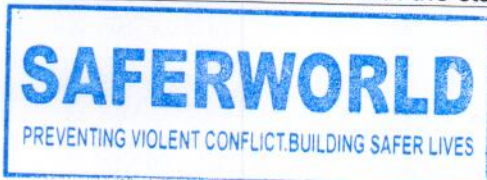
- Contribute to the design and implementation of Saferworld's Strategic and Country Plans, focusing on how work on addressing gender, peace and security issues can help us achieve our peacebuilding objectives, and how this can be reflected in sound gendered conflict analysis.
- Support Saferworld staff and partners to conduct gender analysis of conflict at the grassroots and national level and lead on research and analysis when needed.
- Provide high quality inputs to Saferworld from the South Sudan perspective, ensuring that Saferworld's South Sudan's strategies and programmes are responsive to both national policies, priorities and strategic plans, as well as organisational values and strategies on gender, peace and security.
- Draft and review documents (reports, action plans and communication products) with a gender lens.
- Work as an active member of the South Sudan programme team and advice on issues related to Saferworld's gender, youth and other minorities work.

2. Lead on the implementation of gender and inclusion, peace and security activities in South Sudan, supporting teams and partners to implement community security projects using gender-sensitive and transformative approaches

- Provide thought leadership to Saferworld staff and partners on the integration of gender into programming throughout the project cycle, including the implementation of community-based peacebuilding programming using gender-sensitive and transformative approaches.
- Support teams and partners in enhancing inclusion of women, youth and other minorities at all levels of programming, including support to women sub-groups of community actions groups, to develop and implement gender-focused action plans that respond to community-identified women, peace and security needs and aspirations.
- Support the programme team and the MEL Adviser to design and review the results framework in line with gender analysis and gender sensitivity principles, as well incorporate gender-disaggregated indicators in all sections/components of the results framework.
- Coordinate the mapping of women rights organisations (WROs) in South Sudan who could become potential partners and update this mapping when needed.
- Contribute to cross-organisational learning on youth, peace, security and justice, including holding meetings with other programmes, and identifying opportunities for cross-organisational learning and initiatives

3. Lead work as a focal point for WGFSS and plays a representative, supervisory and coordinating role.

- Work with women and girls in the WGFSS to identify their needs, interests, and priorities, and where possible, adapt activities according to these to ensure activities offered are conflict sensitive and meet the needs of women and girls.
- Ensure that the work of the WGFSS is accountable towards the affected population, and that the WGFSS team works in line with the standard WGFSS principles and objectives



- Support Saferworld partners in the direct implementation of the activities in the WGFSS
- Collaborate with humanitarian coordination mechanisms to identify and ensure the well-functioning of community feedback mechanisms
- Identify strategic collaboration and implement activities in collaboration with other service providers.

4. External networking and influencing on gender and inclusion, peace and security in South Sudan

- Working with the South Sudan Advocacy & Civil Society Mobilisation Manager; lead on gender, youth and other minorities-focused advocacy efforts at sub-national, national, regional and international levels.
- Build organisational contacts with national, regional, and international actors; participate in the GBV sub-cluster at national and state level; participate in networks in support of the gender, peace, and security strategy in South Sudan and advocate on these issues.
- Represent Saferworld on relevant networks and working groups on gender and inclusion, peace and security at national and regional level.

Key working relationships

- **Saferworld South Sudan programme team** – coordinating and working with staff to ensure projects implement community-based peacebuilding programming using gender-sensitive and transformative approaches.
- **Partner organisations and communities** – working with partners to review and contextualise gender transformative approaches, tools and resources, and provide training and dedicated support and accompaniment as required on gender, peace and security.
- **Senior Gender Adviser to international programmes and Programme Support and Learning team** – regularly engaging with for consultation and support.
- **External stakeholders** – regularly attending relevant working group meetings on gender, peace and security, identify shared interests and common goals and work together on collective influencing (i.e. with relevant national and sub-national NGO networks, WROs and women-led civil society organisations and with the donor community). Develop good working relationships with relevant national and regional government departments and agencies as relevant.

Scope and accountability

Decision making and limits of authority	The post holder is expected to show considerable leadership in the South Sudan programme, leading the development and implementation of the South Sudan programme's gender and inclusion, youth, peace and security strategy.
Financial resources	Responsible for managing activity budgets ring fenced for working on gender and inclusion, youth, peace and security.
Other resources	Responsible for cross-regional and organisational information sharing and lesson learning resources on gender and inclusion, youth, peace and security.
People management	N/A, but potentially some consultancies as agreed with line manager.
Legal, regulatory and compliance responsibility	Ensure compliance with national legislation. Where there is contradiction, seek guidance. Ensure compliance with policies, procedures and practices in the organisation.

Person specification

Knowledge, qualifications and experience

- A degree in sociology, international relations, conflict/peace studies, gender studies or similar disciplines from a credible institution of higher education, or equivalent professional experience.
- Demonstrable work experience on youth, gender or women's rights programming at a community level – preferably in contexts of conflict prevention, security and justice and/or peacebuilding.
- Proven experience of providing advice on and/or implementing programmes on gender mainstreaming and/or gender transformation, preferably in or related to conflict-affected settings.
- Knowledge and understanding of current debates regarding women, peace and security.
- Proven experience of working in partnership with other NGOs and NGO networks in a way that reflects the principles of power-sharing and accompaniment.

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- Demonstrated experience of conducting trainings and workshops, ideally focused on gender, peace and security.
- Experience of working in South Sudan or similar contexts.

Desirable:

- Experience in managing WGFSS and psychosocial intervention programs within the humanitarian and development sector.
- Experience in conducting advocacy in women, peace and security or GPS.
- Experience of project management cycle and managing budgets.

Skills and abilities

- Excellent written and oral communications skills in English.
- Strong interpersonal skills and ability to communicate with people from all walks of life.
- Ability to explain complex ideas in easily comprehensible and accessible ways tailored to different audiences.
- Ability to translate technical knowledge and analysis into programmatic and community-level interventions, work plans, activities, reporting, etc.
- Skilled trainer and facilitator.
- Ability to work under pressure, and time management skills.

Personal qualities

- A self-starter who is willing to take the initiative and drive things forward with minimal oversight, yet able to escalate important issues in a timely and productive manner.
- Personable and committed to working with others as a team – ability to take a cooperative and problem-solving approach.
- Ability to develop and maintain positive relationships with a wide range of stakeholders, including communities, government bodies and officials, civil society organisations, donors and other partners.
- Commitment to and compliance with Saferworld's safeguarding principles.
- Commitment to respect and value equality and diversity, and understanding of how this applies to own area of work.
- Commitment to own continuing personal and professional development.
- Commitment to the vision, mission and values of Saferworld.
- An inspirational change agent, mentor and coach.

Other requirements

- Ability and willingness to work in Juba, South Sudan, with occasional travels to remote parts of South Sudan.
- Potential occasional travel in the region and internationally.

Application process

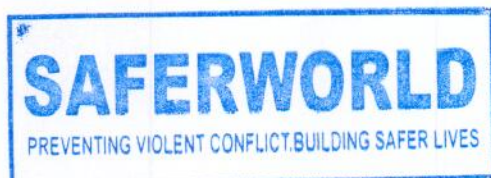
How to apply: Download and complete an application form at <http://www.saferworld.org.uk/jobs/jobs> and send to HR Team at jobs@saferworld.org.uk and use subject heading Gender and Inclusion Coordinator or hand deliver to Saferworld office in Addis Ababa Road, Hai Cinema, opposite South Supreme HQ office behind South Sudan National Bureau of Standards.

Opening date: 14 September 2022

Deadline for applications: 29 September 2022

NB:

- Saferworld is an equal opportunities employer. Female candidates are strongly encouraged to apply.
- This vacancy is open to South Sudanese Nationals ONLY.
- Only short-listed candidates will be contacted.



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