



## Vacancy Announcement

**Job Title:** Health Governance Officer – Roving (90%)  
**Department:** Governance and Rights  
**Band/Level:** 8B  
**Location:** Juba  
**Overtime Eligible:** Exempt (per local law)

50-H-3  
Approved by Secy  
MOL/RSST/01  
03/05/2023



### 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 70 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. Together, we aim to provide the best possible impact for some of the most vulnerable children, women, and men. In all that we do, IRC strives to deliver through IRC's core values of Integrity, Accountability, Service and Equality.

To facilitate Gavi's goal of "leaving no one behind with immunisation", the International Rescue Committee (IRC) South Sudan has brought together partners with a strong footprint in the region whose complementary expertise will help the project, "Reaching Every Child in Humanitarian Settings" (REACH), "ensure systematically missed communities and zero-dose children (ZDC) in targeted settings are sustainably reached by quality immunisation services integrated with primary health care (PHC) platforms. The consortium employs several inclusive, adaptive, and client-centred approaches to localize interventions and empower communities to develop solutions to ensure access to immunisation services for children affected by conflict. Drawing on the latest evidence and lessons learned about how change happens, the project will use an adaptive and iterative approach to address issues that matter most to South Sudanese citizens, especially children.

### Job Overview

Based in Juba and under the direct supervision of the Governance and Rights Coordinator, the Health Governance Officer (HGO)- Roving, coordinating with the Health Manager, will support health system actors to use problem-driven iterative adaptation (PDIA), and HCD to identify and co-create solutions with communities that increase integration and resiliency of services. The HGO will be the focal point for day-to-day implementation of PDIA activities and will take the lead in ensuring quality programming in project locations. The HGO, through training and resources, will build the capacity of partners and county PDIA teams to implement the PDIA process.

### Major Responsibilities

#### PDIA Preparation

- In collaboration with the Governance and Right Coordinator, review PDIA protocol and toolkit to assure contextual appropriateness.
- In collaboration with the Health Manager, communicate with health districts of the targeted health facilities to ensure buy-in and continued support throughout implementation.
- Build own capacity on the PDIA approach, process, and tools (capacity strengthening will be provided by the Governance and Rights Technical Advisor)

### Program Management and Implementation

- Oversee the successful delivery of the project objectives within the respective locations, ensuring the project is implemented according to the approved project proposal and in accordance with donor requirements.
- Working with the Health Manager, ensure proper selection and constitution of inclusive PDIA teams at





- county/ health facility level.
- Ensure appropriate use of PDIA Protocol and Toolkit to train health actors on PDIA.
- Plan, prepare content for, and facilitate PDIA workshops for PDIA Training of Trainers at local level.
- In collaboration with county health actors, plan and organize community-level and facility-level PDIA inception and review meetings. Raise local authority and community leadership awareness of PDIA. Facilitate shared understanding of the PDIA.
- Provide day-to-day technical, financial, and logistical PDIA support necessary for their realization, in collaboration with the project team.
- Support the efforts of the PDIA teams in the planning and formulation of proposals for improving basic services.
- Identify and involve stakeholders outside the project who can contribute to the success of PDIA team projects.
- Maintain a permanent framework for exchange and consultation between sub-national authorities and partner organizations at the state, county, and group level.
- In collaboration with the coordination team, contribute to the collection of data and the completeness of the monitoring tools deemed necessary by the project.
- Contribute to strengthening the synergy between the various IRC projects in target locations and intervention.
- Facilitate the inclusion and participation of all strata and social groups of the community in project activities.
- Ensure that the project is executed in an unbiased manner and that project activities are conducted in culturally and socially appropriate ways, while following the steps, approaches and methods advocated by the project.
- Prepare all necessary documentation for each activity (including weekly vehicle movement plans (in collaboration with the WPE team), procurement requests, payment requests, etc.) and for the reconciliation of the money spent during each activity.
- Make a clear and regular report to his supervisor on the progress of activities, problems encountered and any information likely to be useful to the project.
- Document lessons learnt, studies, and best practices from each of the activities implemented.

#### **Team Management**

- Supervise and provide leadership to county health actors responsible for facilitating the PDIA process in the selected facilities.
- Ensure learning from the PDIA process is shared with stakeholders and consortium members, to inform community-based practice in addressing health challenges at local level.
- Maintain open and professional relations with team members, promoting team spirit and overall guidance to ensure cross-learning and achievement of project goals.

#### **External Coordination, Representation and Advocacy**

- Communicate with the team/partners (MoH and facilities) a clear and exciting vision for the work of the PDIA project.
- Represent and communicate the PDIA project initiatives to relevant stakeholders.
- Assist team members with PDIA information, tools and resources to improve performance & reach objectives.
- Ensure effective communication and information sharing between partners (MoH and facilities) and with other relevant actors and stakeholders.
- Write donor reports, project overviews, regular updates, and other communication materials as needed.

#### **Monitoring and Evaluation**

- Document the process of PDIA and collect relevant information as per guidance received from the Governance and Rights Coordinator, Health Manager and MEAL team.
- Cooperate closely with the research teams to support learning objectives and produce rigorous lessons products.
- Facilitate the organization of key informant interviews and focus group discussions between project research staff and facility staff/community members/project staff.
- Ensure adherence to monitoring and evaluation guidelines, framework, and indicators for the project.
- Promote accountability, communicate expectations and provide constructive feedback informally and





formally via regular one on ones and performance reviews.

#### **Key Working Relationships**

- **Position Reports to:** Governance and Rights Coordinator
- **Position directly supervises:** Health **Governance Assistants/ Health Assistants?**
- **Indirect Reporting:** Health Manager, Gavi Project Coordinator, MEAL Manager,
- **Other Internal and/or external contacts:** MEAL Officer, Health Officers, Consortium Staff on Health Governance, TAs, and Consortium team members.
- **External:** Ministry of Health, Health Facility staff, Community Leaders, and Members, INGO/NGOs

#### **Job Requirements and Demonstrated Skills:**

- Degree in Social Sciences, Development studies, Research, or equivalent or above in a relevant technical field is preferred.
- 5+ demonstrated experience working for NGO/INGO implementing or managing governance, peacebuilding, and research project.
- At least 5 years of experience in development project management, and real skills in the design, execution, and monitoring of community projects.
- Ability to ensure the active participation of the population and to engage with sub-national authorities and other local NGOs to develop working synergies.
- Skilled and effective facilitator with the ability to convey complex topics to a range of audiences as well as a skilled writer able to produce easily digestible written materials and tools.
- Demonstrated organizational, management and reporting skills.
- Demonstrated ability to liaise with partner organizations and coordinate activities with other actors.
- Strong problem-solving skills with ability to be flexible, adaptable, and creative in a challenging and fast-moving multicultural environment.
- Excellent interpersonal skills and works well with people of different cultures, gender, and backgrounds.
- Exceptionally strong verbal and written communications skills and organizational skills are required.
- Skilled and effective facilitator with the ability to convey complex topics to a range of audiences as well as a skilled writer able to produce easily digestible written materials and tools.
- Highly organized, and able to provide weekly and monthly schedules of a complex project.
- Excellent computer skills: MS Word, Excel, and Outlook.
- Fluency in English required and local languages relevant to the context, both spoken and written required.

**Working Environment:** Position is Juba with 90% roving time to project locations.

*The IRC and IRC staff must adhere to the values and principles outlined in IRC Way - Standards for Professional Conduct. These are Integrity, Service, and Accountability. 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.*

*We are committed to narrowing the gender gap in leadership positions. We offer generous benefits that provide an enabling environment for women to participate in our workforce including parental leave, gender-sensitive security protocols and other supportive benefits and allowances. We welcome and strongly encourage qualified female professionals to apply.*

*All staff, regardless of role, are required to create a culture of client responsiveness by requesting and using client feedback data to make decisions. In addition, all staff are expected to demonstrate inclusiveness when making programmatic decisions and working with clients, partners and colleagues from diverse backgrounds. You can read more about the IRC's commitment to client responsiveness here: <https://www.rescue.org/resource/client-responsiveness-introduction-and-faq>*

*IRC is an Equal Opportunity Employer. IRC considers all applicants on the basis 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 law.*

#### **How to apply:**

Interested applicants should submit a **CV with 3 references** and a copy of their **national ID** to Human Resources Juba IRC Country Head Office-Located in Goshen House 2<sup>nd</sup> floor or you can e-mail applications to [SS-HR@Rescue.org](mailto:SS-HR@Rescue.org) not later than **23<sup>rd</sup> May 2023 @ 5:00pm.**



**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.  
**CLEARLY LABEL YOUR APPLICATION, HEALTH GOVERNANCE OFFICER - ROVING.**

***“WOMEN, MINORTITIES AND PEOPLE LIVINING WITH DISABILITIES ARE ENCOURAGED TO APPLY”.***

