



Vacancy Announcement	
Job Title:	Senior Protection and Legal Manager-Relocatable (01 Position)
Band / Level / Grade:	7A
Department:	General Protection and Rule of Law
Location:	Maban County- Upper Nile State
Overtime Eligible: (per local law)	Exempt
Opening Date	January 24 <sup>th</sup> 2023
Closing Date	February 10 <sup>th</sup> 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 40 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 10 field offices including in Juba with program portfolio covering health, nutrition, Environmental Health (EH), child protection, economic recovery and development (ERD)/livelihoods, women's protection, and empowerment, Education, 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.

## **JOB OVERVIEW/SUMMARY/ SCOPE:**

Working in coordination with the humanitarian community, the IRC currently addresses the needs of conflict-affected populations from several operational bases across South Sudan. The IRC's Protection and Rule of Law (PRoL) programs work to provide people in crisis with the information and support they need to protect themselves, access services and secure their rights, and case management responses when those rights are violated. The IRC directly implements protection monitoring, community-based protection, women's protection, and child protection activities in South Sudan. In addition, the IRC provides technical support and capacity building for other humanitarian actors on general protection, rule of law, protection mainstreaming, case management and referral, and other relevant protection topics. IRC is hiring a **Protection and Rule of Law Manager** to guide protection and rule of law project start-up and manage implementation of the project in four Maban Refugee camps in Upper Nile state in South Sudan. The successful candidate will demonstrate ability to work in fast-paced environments and to apply creative, flexible project start-up to Protection and Rule of Law work in challenging contexts.

Reporting to the Governance and Rights Coordinator, Protection and Legal Manager (PLM) will lead a new PROL project start-up process in four Refugee Camps in Maban county in South Sudan, funded by UNHCR. As the key Project Lead, PLM is responsible for providing high quality technical guidance program start-up, recruitment of program team, set the project implementation process and coordinate the delivery of high quality, innovative, cost-effective community-based PROL pillars of the refugee program in Maban. The Senior Protection and Legal Manager is the lead of the PRoL team and responsible for effective management, technical supervision and overseeing the quality of all activities in the fields of protection, human rights, and rule of law of IRC's protection programming in Maban. The PROL pillars include protection monitoring, protection case

management, legal assistance, legal counseling and information services, peaceful coexistence, and support to PSNs. Key assessments required for the project start-up will include joint protection risk assessment, access to justice assessment, and roll out of protection analysis. The manager will supervise Protection teams in four refugee camps and coordinate closely with the IRC Women and Protection Empowerment team, UNHCR Protection team and other humanitarian agencies in Maban to ensure a robust program start-up.

## **JOB RESPONSIBILITIES:**

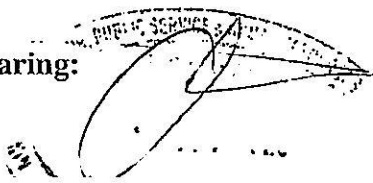
### **Program Management and Implementation:**

- ❖ Set up and manage the technical aspects of the implementation and coordination of protection and rule of law program, including legal, protection monitoring, information dissemination, community-based protection, support to persons with specific needs and protection mainstreaming-providing support to the protection team to develop work plans, spending plans to guide implementation of the approved grant.
- ❖ Provide a sound technical basis for the consolidation and harmonization of all protection and rule of law activities across field sites and tools/methodologies, with an emphasis on maintaining and improving program quality.
- ❖ Ensure that all interventions follow local laws as well as relevant international laws including International Refugee Law and Human Rights Law, and Humanitarian law.
- ❖ Ensure all interventions follow the IRC's strategic action plan, protection mainstreaming framework, international law and protection standards and national policies.
- ❖ Coordinate and oversee assessments and analysis on protection and access to justice, to inform project implementation of the program. Conduct access to justice rapid assessment in the four camps. Co-design and input into protection analysis.
- ❖ Develop and/or adapt technical tools to support day to day project implementation.
- ❖ Contribute to the development of robust protection data collection and information management systems to ensure that the program is data-driven. Build the capacity of the protection information team.
- ❖ Ensure that protection monitoring data and analysis is of a high standard and shared in a timely manner with internal and external stakeholders
- ❖ Undertake regular field monitoring visits to assess progress and identify technical quality issues and/or other implementation issues, provide solutions and support implement modifications as required
- ❖ Lead in the design and development of IEC materials and messaging for the program.
- ❖ Support the incorporation of protection mainstreaming in Maban refugee programming in the four refugee camps.
- ❖ Enforce stewardship and accountability by ensuring that resources are efficiently and effectively utilized within the project for the intended purpose.

### **Technical Program Quality and Reporting:**

- ❖ Provide a sound technical basis for the consolidation and harmonization of all protection and rule of law activities across field sites and tools/methodologies, with an emphasis on maintaining and improving program quality.
- ❖ Coordinate with the MEAL team and the PROL Coordinator on the development of program and context monitoring tools and collection of quality data and provide guidance to improve data systems.
- ❖ Co-develop and/or input into protection assessments and protection reporting analysis to inform project implementation and adaptation.

### **Team Management and Capacity Sharing:**



- ❖ Overall responsible for staff work plans, calendars, work and vacation schedules, and staff training/development.
- ❖ Oversee hiring and building the capacity of the PROL team members in relevant technical competencies; place special emphasis on mentoring direct-report staff on management competencies, setting annual performance objectives, providing regular and timely positive and constructive performance feedback, and providing documented semi-annual performance reviews.
- ❖ Promote and monitor staff care and well-being. Model healthy work-life balance practices. Support appropriate interventions for staff care needs for national and international staff.
- ❖ Look for opportunities to support staff in their career growth, where appropriate.
- ❖ Provide supportive supervision to Protection Staff.
- ❖ Lead the development of performance plans for Protection Staff based on job descriptions, project objectives/work plans and past performance reviews.
- ❖ Actively build the capacity of protection program staff, ensuring each staff member has a specific capacity development plan, receives opportunities for training, mentoring and on-the-job learning opportunities.

**Coordination:**

- ❖ Develop and maintain effective working relationships with key stakeholders to ensure effective implementation of the PROL program.
- ❖ Participate in PROL coordination mechanisms and position the IRC as key and a leader in protection coordination spaces.
- ❖ Engage with data management and analysis colleagues in other IRC sub-streams teams and external protection organizations and partners to exchange experience, share tools and support mutual capacities and coordinate around the interpretation and validation of analysis.
- ❖ Coordinate and lead advocacy efforts with other actors and sectors, particularly in Protection and ensure specific measures are put in place to mitigate protection risks amongst at risk persons in line with Global Protection Guidance and IASC in humanitarian setting.
- ❖ Internally coordinate with other areas to ensure operational and financial management of projects.

**Grant Management and Operation**

- ❖ Ensure high quality IRC and donor reports on activities, indicators, achievements, and deadlines.
- ❖ Develop and maintain effective and efficient oversight, support, quality control and reporting systems and processes with all staff.

**Key Working Relationships:**

**Position Reports to:**

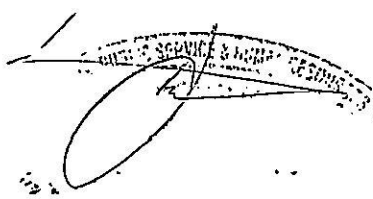
- ❖ Governance and Rights Coordinator

**Position directly supervises:**

- ❖ Protection and Rule of Law Team in Four Camps

**OTHER INTERNAL AND/OR EXTERNAL CONTACTS:**

**Internal:**




- ❖ WPE TC and Managers, PROL team, GEDI and Safeguarding Lead, Health, and Nutrition teams

#### **External:**

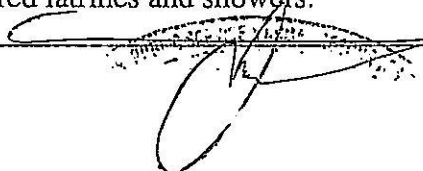
- ❖ UNHCR Protection team; Protection actors; UNMISS; other UN Agencies; CRA; County Commissioner and Directors; Refugee Council; Justice Actors and Humanitarian Agencies

#### **QUALIFICATION/ SKILLS AND EXPERIENCE:**

- ❖ Degree in law, human rights, and related social science studies. A post degree in related studies in an added advantage
- ❖ At least 3 years of relevant professional management and coordination experience in Protection and Rule of Law program, especially working in a refugee set-up.
- ❖ Demonstrated experience in successfully leading, building, and strengthening a team in an evolving, fast paced environment.
- ❖ Excellent project management skills, including strong financial literacy (understanding of budget development and management as applied to program development and implementation)
- ❖ Experience managing UNHCR-funded Protection and Rule of Law interventions.
- ❖ Proven understanding of legal, protection and humanitarian principles in emergencies with experience in protection, legal and protection analysis across emergency response.
- ❖ Strong interpersonal and problem-solving skills, strong initiative and able to handle complex assignments.
- ❖ Demonstrated capacity in team leadership and capacity building.
- ❖ Demonstrated experience in emergency response and refugee programming including implementing UNHCR funded protection and access to justice interventions.
- ❖ Demonstrated experience working with new program start up preferred.
- ❖ Excellent communication skills, and experience visualizing and presenting data and analysis to different audiences, including writing of concise reports in English.
- ❖ Familiarity with available data analysis and/or management platforms.
- ❖ Demonstrable experience of building and maintaining collaborative relationships with stakeholders that include, UN agencies, government, NGOs and INGOs.
- ❖ Ability and flexibility to understand the cultural and political environment and cooperate with local authorities and other humanitarian actors; takes responsibility for working accountably and sensitively with all stakeholders
- ❖ Experience working in a multidisciplinary team to achieve results.
- ❖ Fluency in English and Arabic (as an added advantage) is required
- ❖ Ability to work under pressure in challenging working and living conditions
- ❖ Willingness to travel to remote locations.

#### **Working environment:**

- ❖ Security level: Yellow. The situation in the country is generally calm but can be tense and unpredictable; concerns include criminality, presence of armed troops, and looting. The position is based in Juba. Lodging is a private bedroom in a shared IRC guest house – with electricity, internet, and cable TV. Food is the individual's responsibility. Field office housing is more basic, i.e., in traditional huts or tents with separate shared latrines and showers.



## **STANDARDS OF PROFESSIONAL CONDUCT:**

The IRC and IRC workers must adhere to the values and principles outlined in IRC Way Standards for Professional Conduct. These are Integrity, Service, Accountability and Equality. 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 the IRC operates and enforces policies on Beneficiary Protection from Exploitation and Abuse, Child Safeguarding, Anti Workplace Harassment, Fiscal Integrity, and Anti-Retaliation.

### **Safeguarding policy:**

The IRC has a zero-tolerance policy for safeguarding violations by staff, incentive workers, visitors, sub-grantees, suppliers/sub-contractors, and implementing partners. Safeguarding at the IRC is an integral to the organizational values and ethics, and staff and associates are expected to take all reasonable steps to prevent the sexual exploitation, abuse, and harassment of any person linked to the program by both its employees and any downstream partner. The successful candidate will be subject to a thorough background check and satisfactory references.

### **Narrowing the Gender Gap:**

The International Rescue Committee is committed to narrowing the gender gap in leadership positions. We offer benefits that provide an enabling environment for women to participate in our workforce including a flexible hour (when possible), maternity leave, transportation support, and gender-sensitive security protocols

### **Equal Opportunity Employer:**

IRC is an Equal Opportunity Employer. IRC considers all applicants because 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 laws

**‘WOMEN, MINORITIES AND PEOPLE LIVING WITH DISABILITIES ARE ENCOURAGED TO APPLY’.**

## **HOW TO APPLY:**

Interested applicants should submit a **CV with 3 references** and a copy of their **South Sudan national ID**, to **IRC Office Juba/ Maban field office** or, by email to **[SS-HR@rescue.org](mailto:SS-HR@rescue.org)** **Not later than 5:00 PM of Friday February 10<sup>th</sup> 2023.**

**NOTE:** Only short-listed candidates will be contacted and attach photocopies of your academic documents only while original academic documents will be asked at the interview panel and all the photocopies will remain the property of IRC.

**PLEASE, LABEL YOUR APPLICATION CLEARLY: SENIOR PROTECTION AND LEGAL MANAGER- MABAN COUNTY.**

