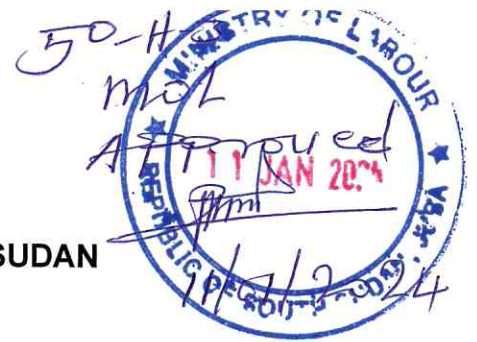




Plan International
www.plan-international.org
South Sudan, Juba
P.O.BOX, 182, Hai Cinema



PLAN INTERNATIONAL SOUTH SUDAN JOB ADVERTISEMENT

Plan International is an independent development and humanitarian organization that advances children's rights and equality for girls. We drive changes in practice and policy at local, national and global levels using our reach, experience and knowledge. For over 80 years we have been building powerful partnerships for children and girls, and we are active in over 80 countries. Plan International has been working in South Sudan since 2009 and in close collaboration with the key stakeholders at all levels to bring positive and sustainable changes in the lives of children and girls of South Sudan.

In order to enhance its response program, Plan South Sudan is seeking to recruit a qualified South Sudanese for the position of **"SOYEE & LIVELIHOODS PROGRAMME ADVISOR (SOYEE - Skills and Opportunities for Youth Employment and Entrepreneurship) – Juba"**.

No. of Vacancies (1)

Job Title:	"SOYEE & LIVELIHOODS PROGRAMME ADVISOR (SOYEE - Skills and Opportunities for Youth Employment and Entrepreneurship)
Tenure	12Months (With Possibility of Extension)
Grade	Grade-16
Department	Programme
Reports to	Director for Program Development and Advocacy - Juba
Location	Juba, CES

Purpose of the Role:

The SOYEE and Livelihoods Advisor will provide technical guidance and support to Plan International's South Sudan Country SOYEE and livelihood teams to develop, implement, monitor and evaluate SOYEE and Livelihoods programs. You will be responsible for assessment, design, implementation and monitoring and evaluation of SOYEE and livelihood programming for both humanitarian, development and peace building. You will ensure that all work has a strong gender focus and that SOYEE interventions are linked in to longer term programming in order to guarantee maximum impact in line with Plan International's Global Strategy. In addition, the post holder will also play an integral role in coordination and resource mobilization and building capacity of local staff and partners through providing training, coaching and mentorship. On a wider scale, you will also play a key role in influencing, supporting the Country office to build best practice case studies and documenting learning and evidence against global policy and advocacy objectives.



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The post holder will provide leadership and strategic direction for Plan's programs in Livelihood Development as well as Skills, Opportunity for Youth Employment & Empowerment (SOYEE).



Key Accountabilities:

Programme Development

- Support in the Plan International South Sudan Country Strategy Development specifically on SOYEE and Livelihoods
- Periodic review SOYEE and livelihoods Programme and project interventions and achievements in South Sudan and adjusting implementation plans accordingly with coordination with Project Managers and MEAL specialist.
- Ensure high quality SOYEE and livelihoods program delivery by Country teams that have direct positive impact on children and their families
- Ensure quality SOYEE and Livelihoods proposal development that will attract funding by donors and National Offices.
- Ensure integration of SOYEE and livelihoods within other sectors or portfolios such as Education, GBV, Nutrition and Food Security in order to maintain the profile of the organization as a strong empowerment actor.

Technical support and capacity building

- Provide technical support to the country-based SOYEE and livelihood teams in the field, with a big focus on the job mentoring and coaching to the field teams and technical supervision.
- Capacity building of Plan staff and volunteers SOYEE and livelihood technical areas such as VSLA, life skills, TVET, financial inclusion and agriculture
- Development of training packages and delivery of trainings, development and monitoring of individual capacity building plans,
- Development and ensuring use of standardized SOYEE tools and promote use of standard resources (such as the Core Humanitarian Standards) to ensure quality

Monitoring and evaluation

- Updating current household surveys and economic assessment and/or leading new SOYEE needs assessment as appropriate.
- Knowledge management and documentation of lessons learned related to SOYEE and livelihood programming.

Representation

- Close collaboration with, representation and support to South Sudan National FSL Cluster and other relevant coordination groups.
- Ensure Plan International South Sudan visibility at the field level through the SOYEE Coordinators and PIAMs
- Ensure monthly reporting to the FSL Sub-Cluster

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Finance and budget management

- Monitor budget and ensure adequate burn rate for SOYEE and livelihood projects as per the quarterly budget plans in close coordination with the Project Managers
- Ensure timely review of the BVA on a monthly basis and feedback to the finance team

Reporting

- Ensure timely and quality preparation or review of all SOYEE and livelihoods donor and National Offices narrative reports in close collaboration with the Project Managers and Business Development Department

Safeguarding Commitments:

- Commit and contribute to an environment where children and adult program participants feel respected, supported, safe and protected;
- Never act or behave in a manner that results in violence including SHEA against a child, young person or adult or places them at risk of such violence;
- Be aware of and adhere to the provisions of the Safeguarding Policy, PSHEA Policy and COC of Plan International;
- Report and respond to safeguarding and SHEA concerns and breaches in line with the applicable procedures of Plan International;
- Maintain confidentiality of safeguarding and PSHEA concerns reported;
- Never participate in or support child marriages.

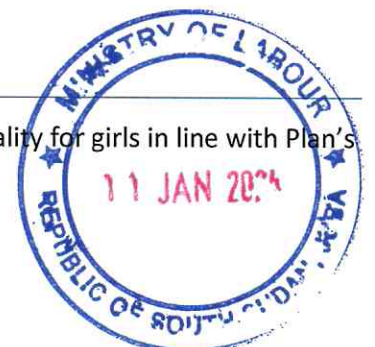
Dealing with Problems/Risks

- Managing internal and external communications in a multicultural environment
- Managing communications in emergencies
- Dealing with high demand for analysis of documents and situations and provide policy and advocacy recommendations
- Quality time to analyze and interpret situations in country context and find appropriate responses
- Intercultural understanding and communication needed
- Serving as brand ambassador for Plan International in South Sudan at field level
- Prepared to work long hours to meet deadlines

LEADERSHIP COMPETENCIES

- Align work priorities and resource deployment in own area with Plan International's wider goals and longer-term direction.
- Lead through influence rather than position, and role model PI values, accelerating gender equality inside and outside Plan International and addressing resistance. Self-aware and keen to learn, seeking feedback and creates a safe environment for others to challenge self or raise concerns.
- Achieve desired outcomes and finds innovative solutions by using the expertise and creativity of others and adopting a coaching approach with the people they manage or advise.

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- Take complex decisions, weighing up the available information and assessing opportunities and risks.
- Build positive relationships outside their own work area, being willing to compromise own preferences to achieve our broader purpose and longer-term impact

BUSINESS MANAGEMENT COMPETENCIES

- Understand relevant sectorial context including how the sector operates in terms of funding and governance and awareness of Plan's purpose, values, and global strategy
- Manage legal and reputational risk including risk assessment, communication, risk management and reporting in full compliance with risk-related standards, including in areas such as Child and Youth Safeguarding and Protection, Gender equality and inclusion, Counter Fraud, Safety and Security

Communications and Working Relationships:

Internal:

- Programs Director
- Regional SOYEE Specialist
- Project Managers and thematic managers
- SOYEE and Livelihood field teams
- PIAM
- Visiting National Offices and Donors staff
- Other Plan staff



External:

- International/national and state institutions, agencies, clusters and donors
- Children and their families
- Government and members of the communities
- Other partners

Knowledge, Skills, and Experience Required to Achieve Role's Objectives:

Knowledge

- Masters' degree in social sciences, economics, agriculture, education, finance or related field
- A minimum of 7-10 years' experience in SOYEE and livelihood work with a humanitarian organization.
- Knowledge of SOYEE and livelihood themes including VSLA, agribusiness, value chain development, market linkages, TVET and youth empowerment.
- Experience in providing technical support, building capacities, designing and delivering trainings and coaching of staff and volunteers
- Good understanding of SOYEE and livelihood issues in South Sudan.
- Fluent in English (both oral and written). Working knowledge of local Arabic and/or other local languages will be an added advantage.



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Skills

- Representation and leadership skills.
- Excellent analytical, negotiation, conceptual and strategic thinking skills.
- Excellent writing skills, for both research and communication purposes.
- Good interpersonal skills

PLAN INTERNATIONAL'S VALUES IN PRACTICE

We are open and accountable

- Promotes a culture of openness and transparency, including with sponsors and donors.
- Holds self and others accountable to achieve the highest standards of integrity.
- Consistent and fair in the treatment of people.
- Open about mistakes and keen to learn from them.
- Accountable for ensuring we are a safe organization for all children, girls & young people

We strive for lasting impact

- Articulates a clear purpose for staff and sets high expectations.
- Creates a climate of continuous improvement, open to challenge and new ideas.
- Focuses resources to drive change and maximize long-term impact, responsive to changed priorities or crises.
- Evidence-based and evaluates effectiveness.

We work well together

- Seeks constructive outcomes, listens to others, willing to compromise when appropriate.
- Builds constructive relationships across Plan International to support our shared goals.
- Develops trusting and 'win-win' relationships with funders, partners and communities.
- Engages and works well with others outside the organization to build a better world for girls and all children.

We are inclusive and empowering

- We empower our staff to give their best and develop their potential
- We respect all people, appreciate differences and challenge equality in our programs and our workplace
- We support children, girls and young people to increase their confidence and to change their own lives

Physical Environment

- Standard office environment with some exposure to heat, cold, dirt, noise and rainy weather conditions; dim or crowded surroundings, especially when in the field
- The post holder will be required to travel to the field very frequent

Level of Contact with Children:

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- High level of Contact with Children:

Inclusion and Diversity.

Plan International is an equal opportunity employer within the meaning of the relevant UN convention, Equality, diversity and inclusion is at the very heart of everything that Plan International stands for. Qualified Women and people with special needs are strongly encouraged to apply.

Employment of Relatives:

Plan International South Sudan is an equal opportunity employer. However, it discourages employment of relatives of staff members because of the conflict of interest associated with it. While trying to avoid such cases, applicants are required to declare in writing if they have any relatives working with Plan International South Sudan.

Application Submission Details:

All applications marked on the right hand corner of the envelope “**Application for the Position of “SOYEE & LIVELIHOODS PROGRAMME ADVISOR (SOYEE - Skills and Opportunities for Youth Employment and Entrepreneurship) – Juba”** should be addressed to:

**The Head of People and Culture
Plan International South Sudan
Juba, Hai Jerusalem.**

All Applications should be submitted in hard copies to Plan **International Office** in Juba. Or apply Via this email: hr.ss@plan-international.org

The closing date for receipt of applications is before close of business on Tuesday, 30th January 2024.

Note: Applications submitted are non-returnable.

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