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Approved by
MOL/RS/17
16/08/2023



INTERNAL/EXTERNAL VACANCY ANNOUNCEMENT

Vacancy No. JBA 2023/16/08/0006

Who we are:

The Danish Refugee Council (DRC) is a private, independent, humanitarian organization founded in 1956 and currently working on all aspects of refugee cause in more than twenty-five countries throughout the world. The aim of DRC is to protect refugees and internally displaced persons (IDPs) against persecution and to promote durable solutions to the problems of forced migration, on the basis of humanitarian principles and human rights. DRC works in accordance with the UN Conventions on Refugees and the Code of Conduct for the ICRC and NGOs in Disaster Relief.

The protection and assistance to conflict affected population is provided within a long-term, regional and rights-based approach in order to constitute a coherent and effective response to the challenges posed by today's conflicts. Assistance consists of relief and other humanitarian aid, rehabilitation, support to return and repatriation as well as promotion of long-term solutions to displacement and its causes. In addition, support and capacity building of local and national authorities and NGOs form an integral part of DRC's work.

Country and Project Background:

The East African Migration Routes project (EAMR) is a multi-year project led by Save the Children International (SCI) focused on protection and building self-reliance of children on the move. As part of this project, in 2021 and 2022, SCI has partnered with the Mixed Migration Centre (MMC) to develop an evidence base on the experiences of refugee and migrant children and youth to inform programming and policy-making. To implement data collection in South Sudan, MMC seeks to recruit an enumerator to administer the survey in Juba.

The following table describes the profile/s and location/s of potential enumerators. Overall, the enumerator network should aim for gender balance.

DRC Seeks to Recruit:

Position Title	4Mi Enumerator
Duty Station	Juba
Contract Type	Professional Causal
Employment Start Date	As Soon as Possible
Salary	According to DRC Salary Policy
Eligibility	South Sudanese Nationals Only
Advertisement Closing Deadline	4th September, 2023



Description of activities

4Mi Enumerators are responsible to:

1. Conduct up to 30-40 surveys per month using a survey application on a mobile phone.
2. Respect selection criteria for respondents:
 - Any migrant/refugee/asylum seeker/returnee who was affected and displaced by the recent conflict in Sudan.
 - Respondents who has never been interviewed by MMC before.
 - Above 18 years of age.
 - Balance of both male and female, whenever possible.
 - Diversity of nationalities and ethnicities.
3. Submit surveys online as soon as they are finalised.
4. Liaise with the data collection supervisor and engage in weekly feedback discussions, taking on board their comments
5. Provide added contextual or qualitative information on migration trends in the Enumerator's location, or provide information to help the supervisor implement additional 4mi activities.

Conditions

Contract

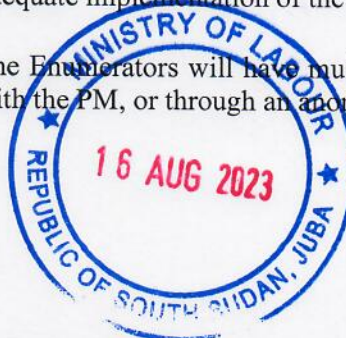
- Enumerators will be hired on a 3-month contract as skilled incentive workers. This contract may be renewed, depending on performance evaluations, and with a one week stop between the first and second contract as an essential prerequisite.

Remuneration

- Enumerators will be remunerated 20USD per valid and submitted survey. In addition, Enumerators will receive a stipend to support communication and transport fees, and an additional 25USD for any contextual or qualitative information shared with the 4Mi supervisor.
- Remuneration will be calculated in USD, **then converted to SSP** to ensure an updated currency exchange rate is used.
- Payment will be done either directly in cash, if enumerator is located in a city where DRC has offices, or via money transfer agency (Western Union, banks).

Supervision

- The 4Mi Enumerators are recruited, trained and supervised by the 4Mi Coordinator.
- The supervisor liaises with enumerators to provide weekly (daily if needed) feedback on the quality of the surveys submitted and ensures enumerators are contracted and paid in a timely way.
- The supervisor also, on a need's basis, collects additional contextual and qualitative information from the Enumerators.
- The 4Mi Project Manager in Nairobi works closely with the 4Mi Coordinator to ensure the adequate implementation of the 4Mi in South Sudan, including the 4Mi Enumerator network.
- The Enumerators will have multiple means of raising concerns: directly with the supervisor, with the PM, or through an anonymous email.



Recruitment Criteria:

A specificity of the 4Mi network is that it relies on refugees and migrants to conduct surveys with other refugees and migrants.

Enumerators should possess the following:

- **Research experience:** has been a part of a research project or conducted qualitative research.
- **Technological literacy:** be comfortable using a smartphone and various applications
- **Community access:** be embedded in a community of refugees and migrants and be comfortable engaging with the community through the surveys
- **Valid IDs:** be in possession of a valid passport, or ID card.

In addition, enumerators should sign the DRC code of conduct and adhere to it.

<p>Education:</p> <ul style="list-style-type: none"> • Bachelor's degree in Economics and Statistics, Social Sciences, Social Work & Social Administration, International Relation's, Community Development, Development studies 	<p><i>Find the definition of DRC's Core competencies here</i></p> <p><u>All DRC staff should master the 5 core competencies:</u></p> <ul style="list-style-type: none"> • Striving for excellence: you focus on reaching results while ensuring an efficient process • Collaborating: you involve relevant parties and encourage feedback. • Taking the lead: you take ownership and initiative while aiming for innovation. • Communicating: You listen and speak effectively and honestly. • Demonstrating integrity: you act in line with our vision and values
<p>Languages: (indicate fluency level)</p> <ul style="list-style-type: none"> • speak either English or Arabic with ease, and an additional language 	
<p>Key stakeholders: (internal and external)</p> <ul style="list-style-type: none"> • Community based protection structures. • Protection actors • Community leaders • All DRC staffs • Government structures • Donors (UNHCR, ECHO, other) 	



How to apply

Please send a cover letter outlining how your skills and experience meets the Person Specification along with your CV to Human Resources Department through ssd-jobs@drc.ngo OR Submit your hard copy application to the Human Resource Department to the attention of HR Officer DRC Office in Juba or to any DRC field offices.

Title of the position/vacancy number MUST be clearly mark in the application and on the envelop.

Further information

Please note, as this position is urgent, applications will be reviewed on a rolling basis and interviews held prior to the advert closing date.

We appreciate your application however; only short-listed candidates will be contacted for interview. If you have not been contacted within two weeks of the closing date we regret that your application has been unsuccessful. Please continue, however, to periodically review our website, South Sudan NGO Forum website <http://comms.southsudanngoforum.org/> for other suitable opportunities.

Equal Opportunities:

DRC is an equal opportunity employer. We value diversity and we are committed to creating an inclusive environment based on mutual respect for all employees. We do not discriminate on the basis of age, sex, disability status, religion, ethnic origin, colour, race, marital status or other protected characteristics.

Safeguarding:

DRC's Capacity to ensure the protection of and assistance to refugees, IDPs and other persons of concern depends on the ability of our staff to uphold and promote the highest standards of ethical and professional conduct in relation to DRC's values and Code of Conduct, Safeguarding and Anti – Corruption policies including safeguarding against sexual exploitation, abuse and harassment. DRC conducts thorough and comprehensive background checks as part of the recruitment process.

