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Danish Refugee Council
Juba Country Office
Addis Ababa Road, Next to
UNICEF, Juba, South
Sudan



INTERNAL/EXTERNAL VACANCY ANNOUNCEMENT

Vacancy No. JBA 2022/29/11/0001

Who we are?

The Danish Refugee Council (DRC) is a private, independent, humanitarian organization founded in 1956. DRC currently works 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, based on 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 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 Danish Refugee Council (DRC) has been working in Sudan since 2004 and was subsequently present in South Sudan when it gained independence in 2011. DRC South Sudan programme's current focus is on supporting forcibly displaced and conflict-affected people, including refugees, internally displaced persons (IDPs) and returnees, to access their rights in a safe and secure environment. Currently DRC is operational in Unity states, Central Equatoria, Western Bahr El Ghazal and the Upper Nile region. The South Sudan Programme works in the sectors of Camp Coordination and Camp Management, Protection, Shelter/NFI, and Food Security and Livelihoods.

DRC Seeks to Recruit: -

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| Position Title: | CCCM Manager |
| Reports to: | Emergency Manager |
| Unit/ Department: | Mobile Response Team |
| Location: | Juba - Roving |
| Employment category | MGF2.0 |
| Eligibility: | South Sudanese National Only |
| Employment Start Date: | As soon as possible |
| Salary | According to DRC salary policy - Non-negotiable |
| Advertisement Closing Deadline | 16th December 2022 |



Overall purpose of the role:

In response to the urgent humanitarian crisis in South Sudan, this role is to support the implementation of semi- static and roving/mobile CCCM activities across South Sudan. The CCCM Manager will throughout his/her work ensure confidentiality and strictly adhere to the DRC Code of Conduct. The roving CCCM Manager (Mobile Response) is responsible for leading DRC's mobile CCCM team supporting with emergency and surge capacity site management and coordination on the ground during times of new or increased displacement.

The roving CCCM Manager is responsible for the overall coordination and management of the CCCM sector of the DRC Mobile Response Team. S/he is responsible for coordination and communication with the CCCM Cluster (National and State level); conducting rapid needs assessments and CCCM mobile responses across the country. S/he ensures the establishment of effective and representative governance structures in all sites, Feedback Complaint and Response Mechanism (F-RCM) to enhance Accountability to Affected Population (AAP); ensures sound information management systems; facilitates effective communication with communities. S/he is supervised by the Emergency Manager and technically supported by the CCCM Technical Coordinator based in Juba. S/he supervises a team of DRC CCCM staff – contracted national staff and large teams of casuals and/or incentive workers. We are looking for highly qualified, self-motivated Camp Coordination and Camp Management (CCCM) Manager – Mobile Response Team who is able to work with diverse teams of both national and international staff as well as local government authorities, UN agencies, INGOs and other partners under difficult, stressful and sometimes insecure conditions.

Responsibilities and Tasks

To achieve the objectives of the position, the CCCM Manager will perform the following tasks and undertake the following responsibilities:

Emergency site management and coordination

Lead a mobile CCCM team to deploy emergency CCCM interventions to areas of new or increased displacement.

Conduct rapid assessments of new or existing camps, camp like settings and collective centres.

Conduct emergency CCCM interventions in the field including development of service maps.

Lead field level coordination of humanitarian services at site level during emergency phases including chairing camp or site coordination meetings, engagement with service providers and engagement with community governance structures.

Coordinate with stakeholders on the ground including OCHA field offices, UN agencies, INGOs and local authorities.

Emergency site assessment

Lead emergency site assessments including multi-sector needs assessments.



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Capacity building of local actors

Lead capacity assessments, training and development of local authorities, National NGOs and community-based structures.

Coordination with external stakeholders

Report to and coordinate with the CCCM Cluster and Cluster State Focal Points to share information on humanitarian needs and services and CCCM interventions

Support the CCCM cluster in rolling out and developing a mobile CCCM response strategy, guidance and tools, working closely with other CCCM actors (ACTED, IOM, REACH, DTM) to ensure a harmonized approach.
Share information through the cluster system to relevant stakeholders to support needs-based humanitarian assistance.

Management of information and facilitation of communication

Lead information management for CCCM mobile response interventions to ensure that there is access to
Liaise with Protection Department to identify people with special needs (child headed families, unaccompanied orphans and minors, the elderly, people with disabilities, etc.) in order to facilitate their timely and convenient access to services
Operate information dissemination boards and other channels of communicating information between agencies and the residents in the area
Coordinate with other partners on dissemination of public announcements and messages
Work with the CCCM cluster lead to advocate for adherence to agree upon minimum standards of services among stakeholders and partners

Programme and financial management

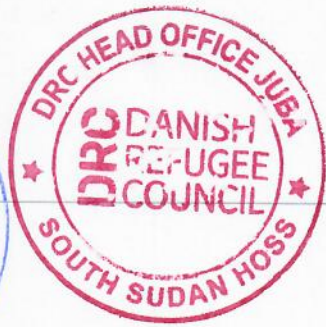
Disburse and track expenditure of project budgets, flagging any over and under expenditures in a timely manner, and prepare project procurement plans and order for materials in a timely manner
Supervise CCCM team of contracted and casual staff, ensuring effective staff deployment, performance planning and appraisals for supervisees.
Ensure staff is well versed on the DRC's Code of Conduct, accountability, respectful dialogue with the IDPs, and prevention of sexual exploitation and abuse

Experience and technical competencies: (include years of experience)



A degree in political/social sciences, management, development studies, international development or equivalent degree qualifications
 At least 3 years' CCCM experience;
 Experience in mobile or out-of-camp CCCM programming and emergency response would be desirable;
 Experience in conducting needs assessments and data analysis;
 Experience in participatory approaches and accountability to affected populations (AAP)
 Proven technical knowledge of CCCM, project cycle management, SPHERE standards and accountability principles;
 Experience in proposal and budget development and project implementation (including budget management);
 Understanding of and experience in engaging the cluster system in IDP camps or coordination mechanisms in refugee camps;
 Ability for rapid analysis of complex issues, strong decision-making, and translation of programmatic learning and priorities into operational strategies;
 Excellent interpersonal skills, cross-cultural communication and ease in managing a multi-ethnic team;
 Good team leadership and conflict resolution skills, consensus team building, and adaptability;
 Experience delivering programs to tight deadlines;
 Good computer and IT skills and strong communication and writing skills.
 Strong English writing and organizational skills.
 Female candidates are strongly encouraged to apply.

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| <p>Desirable qualifications: (include certificates, licences etc.)</p> <p>Consistently approaches work with energy and a positive, constructive attitude; Self-motivated and able to work with a minimum of guidance and supervision Experience working in security-sensitive environments and enforcement of team security protocols is an asset Excellent interpersonal skills and works well with people of different cultures, gender and, backgrounds Works collaboratively with team members to achieve results Remains productive when under pressure with the ability to prioritize effectively, and respects and adheres to deadlines Able to work in a variety of environments and is prepared to go to remote locations with few amenities</p> | <p>Find the definition of DRC's Core competencies here</p> <p>All DRC staff should master the 5 core competencies: 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> |
| <p>Languages: (indicate fluency level) English, professional level Fluency in at least one or more local languages including</p> | |



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| Arabic | |
| Key stakeholders: (internal and external) DRC Protection Team and mobile teams, CCCM actors, SSRRC, community stakeholders, particularly Leadership, NNGOs, NGOs, UN Agencies and other actors | |
| Last updated: (date and name) | |

How to apply

Please send a motivation letter outlining how your skills and experience meet the Person Specification along with your CV, addressed to HR Department through: ssd-jobs@drc.ngo. OR Submit your hard copy application to the Human Resource Department, to the attention of the HR Officer, or to any DRC field offices.

Title of the position/vacancy number MUST be clearly marked in the application subject line, and on the envelop. Failure to do this may result in your application not being considered.

Further information

Please note, as this position is urgent, applicants may be shortlisted and interviewed prior to the 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 may have been unsuccessful. Therefore, continue to periodically review our website - <https://job.drc.ngo/> , **South Sudan NGO Forum:**

<http://comms.southsudannngoforum.org/> ,and Relief web: Jobs | ReliefWeb/, for other suitable opportunities.

