

# Vacancy Announcement

**Job Title:** Senior Protection Officer  
**Department:** Governance and Rights  
**Supervisor:** Protection & Legal Manager  
**Country Program:** South Sudan  
**Location:** Maban Upper Nile State.  
**Band/Level/Grade:** 8A  
**Number of Position:** 01



## 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 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.

## Job Overview

Based in Maban and under the direct supervision of the Protection and Legal Manager, the Senior Protection Officer will be responsible for the management of protection monitoring activities in Maban. She will supervise and coordinate the work of Protection Assistants, Protection Caseworkers and Protection Community Monitors to ensure timely and quality implementation of protection activities in Maban. The Senior PO will ensure Protection monitoring, protection Case Management, Access to Justice, and peaceful coexistence activities, through capacity building and mentoring community-based protection staff to ensure integrated and responsive protection programming. The Senior PO will also oversee the protection team's timely implementation of protection activities, including implementation of assessments, such as rapid protection assessments (RPA), data submission, and implementation of individual protection assistance (IPA). The PO, through trainings and resources, will build capacity of the protection team to identify and respond to protection issues in a safe way that does not cause harm.

## Major Responsibilities

### Program Implementation and Monitoring

- Implement protection monitoring activities, focusing mainly on protection monitoring, Access to justice and Rule of Law, and peaceful coexistence activities, in ongoing protection monitoring activities under the emergency response program.
- Promote and guide community-based protection and peace building activities.
- Support CBPM and PA teams to develop and prioritize community protection risk and conflict mitigation strategies to inform protection response activities.

A handwritten signature in green ink is written over a blue official stamp. The stamp is circular and contains the text '13 AUG 2013' and 'DEPARTMENT OF LABOUR UNJ MABAN COUNTY'.

- Supervise and provide guidance to protection assistants and community-based protection monitors to ensure integration on peace activities.
- Supervise Protection Assistants and provide guidance on Protection Monitoring, and community-wide activities, referrals, and coordination of protection activities.
- Mobilize youth groups and CBPM group to implement and lead awareness campaigns, disseminating information about people's rights services available in the reception center.; and contribute to local dispute resolutions.
- Continuously monitor the provision of services on the site and report on findings, to ensure protection considerations are mainstreamed across all sectors.
- Analyses trends in the protection situation within and affecting the area of deployment for program, advocacy, and management purposes.
- Ensure the data security protocols are in place and followed by all protection team members to ensure that sensitive and identifying information is not shared and that procedures are understood for dealing with security breaches or confiscation of protection monitoring equipment.
- Work with other Protection team members to maintain and regularly update service mapping information of available service providers for referrals.
- Compiles protection monitoring reports and provide input in designing protection monitoring tools and formats.
- 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.
- Participate in coordination meetings as requested by the Protection Manager.
- Document case studies, best practices and lessons learned from each of the activities implemented.

### **Team Management**

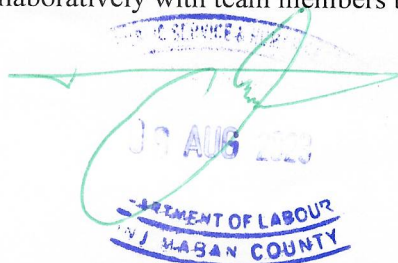
- Lead and supervise protection assistants, protection caseworkers and community outreach volunteers with a strong focus on building capacity of staff and improving their learning around monitoring and response.
- Ensure learning is shared across the protection teams including general orientation, regular training, and mentoring.
- Maintain open and professional relations with team members, promoting team spirit and overall guidance so that CB-protection monitors successfully complete their activities and staff training and development activities.

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

- Ensure effective communication with other service providers and IRC sectors.
- Develops and maintains effective working relationships with UNHCR, INGOs, government authorities, and other key stakeholders to ensure active coordination, collaboration, and information dissemination.
- Undertakes other tasks as requested by the Protection and Legal Manager.

### **Job Requirements:**

- Higher Diploma or Degree in Social Sciences, Law, or related field
- At least 2 years community-based training experience involving human rights and/or protection and protection monitoring/human rights experience.
- Comprehensive understanding of human rights and protection principles
- Excellent interpersonal skills and works well with people of different cultures, gender, and backgrounds.
- Commitment to human rights and protection principles
- Strong English writing and organizational skills
- Familiarity with customary laws, judiciary systems and legal developments and issues in Southern Sudan
- Works collaboratively with team members to achieve results.





- Previous experience working with an NGO or INGO required, experience with programming preferred.
- Strong management and supervisor skills
- Demonstrated organizational, management and reporting skills.
- Strong communication skills
- Demonstrated ability to liaise with partner organizations.
- Ability to work under pressure with competing priorities and deadlines.
- Strong problem-solving skills with ability to be flexible, adaptable, and creative in a challenging and fast-moving multicultural environment.
- Excellent computer skills: MS Word, Excel, and Outlook.
- Fluency in English required and local languages relevant to the context, both spoken and written required.

**Demonstrated Skills and Competencies:**

- Belief in human rights including gender equality.
- Good communication skills including ability to gain trust and build relationships with new communities.
- Basic computer skills including Microsoft Word and excel.
- Good interpersonal skills and ability to work as part of a team, as well as independently.
- Flexible and able to work in a dynamic and diverse environment.

**Working Environment:**

Position is based in Maban Upper Nile State and must comply with IRC South Sudan's Security Protocols.

**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:**

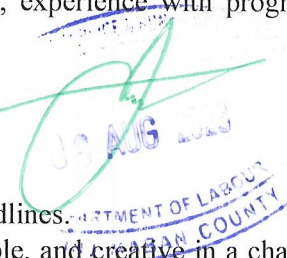
The IRC has a zero-tolerance policy for safeguarding violations by staff, incentive workers, visitors, sub-grantees, suppliers/sub-contractors, and implementing partners. Safeguarding at the IRC is an integral to the organizational values and ethics, and staff and associates are expected to take all 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.



**How to Apply:**

The position is for a **female national with relevant Documents**. Interested candidates should submit a copy of their CV and a cover letter by E-mail to [SS-HR@Rescue.org](mailto:SS-HR@Rescue.org) or deliver by hand to: IRC Human Resources Manager IRC Main office in Goshen House 2<sup>nd</sup> Floor- Juba or at Maban Field Office South Sudan not later than **22<sup>nd</sup> August 2023**. Only shortlisted candidates will be contacted. Attach photocopies only while originals will be asked at the interview panel.

***CLEARLY LEVEL YOUR ENVELOP/SUBJECT INDICATING THE POSITION YOU ARE APPLYING FOR.***

***“WOMEN, MANORITIES AND PEOPLE LIVING WITH DISABILITIES ARE ENCOUREDGED TO APPLY”.***

