

BACKGROUND: -

TITI Foundation is a national non-governmental organization (NNGO) formed by a group of south Sudanese professionals, from varied educational background and experiences. TITI is an abbreviation of “**TOGETHER IN TRANSFORMATIONAL INITIATIVES**”- promoting progress, peace and prosperity. The organization is registered (with the South Sudan Relief and Rehabilitation Commission (SSRRC), registration number 519 under chapter 3, section 10 of the 2013 South Sudan NGO Act We have been active in South Sudan since 2016 and are committed to the safety and protection of children rights from intentional and unintentional harm. To date, we continue to offer responses for returnees, internally displaced persons (IDPs) and the host communities in need of assistance to obtain durable solutions, addressing their food security, livelihood, education, water, hygiene and sanitation, peace building and conflict mitigation and nutrition needs.

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| Job Description | GBV Manager |
| Employer | TITI Foundation (TF) |
| Position Reports to | Executive Director |
| Date | 23.09.2024 |
| Closing Date | 11.10.2024 |

He/she will be responsible for supervising the coordinators and provide support to case workers and officers including their capacity building, continuous coaching, monitoring and regular evaluation. He/she will be responsible for coordinating and monitoring the activities of the program team and writing regular reports.

Responsibilities:

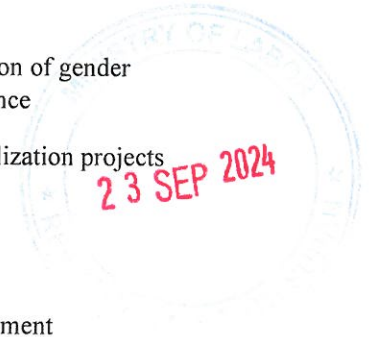
- Work closely with the Program Director, country team and GBV Program Officers to understand program goals and to meet expectations
- Contribute to ongoing assessments and analyses to better understand protection risks, to map points of service for survivors of GBV and vulnerable individuals, and to identify support structures
- Analyze trends of GBV and develop/adjust program strategies to meet needs
- Contribute to program design and the preparation of concept notes and proposals, in line with the Minimum Standards for GBV prevention and Gender Mainstreaming
- Advise country team on integrating GBV prevention to other sectorial activities during the further other programs' planning.
- Oversee the budget for all GBV program activities.
- Identify and reinforce existing support mechanisms and work closely with local counterparts to ensure community buy-in and cultural appropriateness of activities
- Oversee, supervise and strengthen the referral systems
- Work with teams and communities to develop appropriate prevention and awareness-raising/behavior change strategies



- Train GBV staff to become leaders of GBV prevention and response. Depending on skill sets and required roles, trainings may include: gender basic concepts and Guiding Principles, guiding principles of addressing GBV, GBV case management, referral pathway development, compassionate care, facilitation skills, mobilization, project cycle management, etc.
- Contribute to information-sharing and data management systems.
- Ensure appropriate information management and reporting, including through monthly and quarterly reports, on time and with accurate data
- Coordinate with local and international NGOs, UN agencies and other stakeholders to ensure holistic support for survivors, including participation in strengthening GBV SOPs and referral pathways
- Represent Global Communities in the Protection Cluster and GBV Sub-Working Group and contribute to interagency initiatives
- Recruit, in coordination with HR and senior management, and supervise GBV staff, including through remote management.
- Provide all relevant program staff with support to mainstream GBV prevention activities into their work
- Maintain flexibility to take on added responsibility as and when needed

Qualifications:

- Master's degree or equivalent experience in Social Sciences, Gender Studies, Social Work, Public Health, International Development, International Law or other relevant field of study
- Minimum five years of experience of developing and supporting the implementation of gender programming, including at least three years of international, humanitarian experience
- Proven knowledge and experience in developing and supporting community mobilization projects
- Regional experience preferred
- Experience working in camps or in insecure environments
- Supervisory experience, both of direct line management and technical line management
- Familiarity with standards and guidelines for GBV programming and coordination, including Preventing Sexual Exploitation and Abuse (PSEA) and Sphere Guidelines
- Familiarity with international humanitarian operations, coordination structures, and the mandates of donors, UN agencies, and other NGOs
- Good communication and interpersonal skills including negotiation and conflict resolution
- Strong organizational and team working skills
- Good cultural awareness and sensitivity
- Excellent command of English, both written and spoken, working knowledge of Arabic and/or Turkish is an asset
- Ability to work under pressure and with limited supervision
- Strong commitment to Global Communities' vision and values



Confidentiality

Ensuring the non-disclosure of any information whatsoever relating to the practices and business of TF acquired in the course of duty or outside duty, to any other person or organization without authority.

Professional standards

The TF and TF workers must adhere to the values and principles outlined in TF way-standards for professional conduct. These are integrity, service and accountability. In accordance with these values, the TF operates and enforces policies on beneficiary protection from exploitation and Abuse, child safeguarding, anti-workplace harassment, fiscal integrity and anti-retaliation, combating trafficking in persons and several others.

Safeguarding policy

TITI Foundation has zero tolerance policy for safeguarding violations by staff, incentive workers, visitors, sub-grantees, suppliers/sub-contractors and implementing partners. Safeguarding at TF is an integral to the organization 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 downstream partner.

Commitment on Protection from Sexual Exploitation and Abuse

The employee commits to adhere to the zero-tolerance policy of TITI foundation towards sexual exploitation and abuse and to take all necessary measures to ensure this policy is maintained and promoted. The employee commits to support all the efforts of the organization to prevent and respond to SEA allegations, in particular: Adhere to the TITI Foundation's code of conduct, prohibiting SEA, Mandatory reporting of any SEA situation the employee should become aware of the mandatory participation to all trainings and sessions on SEA organized and facilitated by TITI Foundation. The mandatory participation in good faith in any investigations or audit undertaken by the TITI Foundation following the reporting of a SEA allegation.

Equal opportunity employer

TF has an equal opportunity employer, considers all applicants on the basis of merit without regard to race, sex, nation, origin, religion sexual orientation, age, marital status, veteran status, disability or any other characteristic protected by applicable law.

How to apply

Application should include updated Curriculum Vitae (CV), National ID, cover letter and Academic documents and submit to email address titifoundationss@gmail.com or Hand delivered to TITI Foundation office, are located behind a blue flag along rock city road opposite Jehovah Witness, Nyakuron West.

only Shortlisted candidate will be contacted and attach photocopies, remember no return of the any documents.

The successful candidate will be subjected to a thorough background check and satisfactory references.

Female applicants are highly encouraged to apply.

