



Plan International
South Sudan
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Approved



PLAN INTERNATIONAL SOUTH SUDAN JOB ADVERT

Plan is an International Child Centered Community Development organization without religious, political or governmental affiliation – that works with children and their communities in 50 of the world's poorest countries to make lasting improvements in their lives. Plan's work worldwide benefits around six million children in Africa, Asia and Latin America. Program implementation takes place in 50 Country Offices and 4 Regional Offices, working with more than 90,000 mostly rural communities.

Working in 50 developing countries across Africa, Asia and the Americas, Plan has 'One Goal, whose aim is to reach as many children as possible, particularly those who are excluded or marginalized, with high quality programs that deliver long-lasting benefits by increasing its income, working in partnership with others and operating effectively.

Plan recognizes that the geographical context and recent history have left the communities of South Sudan highly vulnerable to emergencies from political and inter-ethnic conflicts, influx of returnees, food insecurity, long dry spells and floods. Cognizant of the need Plan is implementing emergency and recovery response in six states of South Sudan, namely Central Equatorial, Eastern Equatorial, Western Equatorial, Lakes, Upper Nile and Jonglei. Program includes food assistance, agricultural rehabilitation, Food Security and Livelihood, Education in Emergencies and Child Protection in Emergencies. Plan International also works with both International and Local partners. **In order to enhance its response program, Plan International South Sudan is seeking an experienced South Sudanese to fill the position of Project Manager to support its Programme.**

POSITION 1; No. of Vacancies One (1)

Job Title	:	Project Manager
Grade	:	D2
Tenure	:	6 Months (With Possibility of Extension)
Department	:	Programme
Reports to	:	Programme Implementation Area Manager
Location	:	Nimule,

Purpose of the Role

The Project Manager - Action Research on Violence against Women and Girls project will coordinate piloting the project interventions while working with the researchers and other stakeholders.

KEY Deliverables

- Responsible for coordinating the research and pilot the interventions in Nimule and Yei and ensure consistent engagement with the researchers

National Organisations: Australia Belgium Canada Colombia Denmark Finland France Germany Hong Kong India Ireland Japan Korea Netherlands Norway Spain Sweden Switzerland United Kingdom United States Programme Countries: Bangladesh Benin Bolivia Brazil Burkina Faso Cambodia Cameroon China Colombia Dominican Republic Ecuador Egypt El Salvador Ethiopia Ghana Guatemala Guinea Guinea-Bissau Haiti Honduras India Indonesia Kenya Laos Liberia Malawi Mali Mozambique Myanmar Nepal Nicaragua Niger Nigeria Pakistan Paraguay Peru Philippines Rwanda Senegal Sierra Leone Sri Lanka South Sudan Sudan Tanzania Thailand Timor-Leste Togo Uganda Vietnam Zambia Zimbabwe

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- Supervise and mentor project staff and volunteers to ensure timely and quality implementation and monitoring of the project activities;
- Coordinate the partnership with research partners in the implementation, planning and monitoring of activities to ensure quality delivery of the project.
- Support in orientation and ongoing trainings for staff, volunteers and community representatives on different topics of gender-based violence, safeguarding and PSEA
- Responsible for the development of all narrative and financial report of the project (with support from Grants Accountant and finance department and technical review by thematic leads) in line with donor and Plan's requirements.
- Track and manage project expenditure including monthly budget forecasting and budget revisions.
- Support resource mobilisation efforts of proposal writing and related engagement.
- Work closely with Monitoring and Evaluation team to ensure that Monitoring & Evaluation to pilot the interventions as recommended by the researchers.
- In collaboration with M&E specialist, Communications Manager and thematic lead, develop project briefs, lessons learnt and best practice documents that could feed into new projects idea
- Establish structures to support feedback from beneficiaries and partners especially on safeguarding and protection/GBV issues.
- Ensure the representation of Plan international in coordination protection cluster and Gender-Based Violence (GBV) sub-cluster as well as strengthen cross-sectoral collaboration for effective support to children and young people.
- Promotes and abides by Plan policies and procedures including but not limited to: Gender equality mainstreaming, Safeguarding Policy; Code of Conduct, PSHEA and the related mandatory reporting responsibilities. Ensure that safeguarding children and young people policy, code of conduct, standards are understood and met
- Work with other field staff/volunteers and partners to ensure program activities are well implemented and monitored.
- Any other tasks required.

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.

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Dealing with Problems:

Complexity of problems handled & the degree of investigation, analysis, & creative thinking required solving them

- An ability to technically staff working under pressure and build excellent working relationships in short timeframe.
- The post-holder will need to have the ability to find solutions to difficult programmatic and management issues, taking corrective action as necessary
- Dealing with and harmonising multiple demands from client groups
- Working effectively with multiple cultures and languages
- Working in an environment where rapid change might suddenly alter priorities



Communications and Working Relationships:

Internally;

- Field Coordinator
- Leaders of Peace Project Manager
- Gender and safeguarding advisor,
- Project Staff
- Logistics/Procurement/Finance/HR staff
- Visiting National Offices and Donors staff
- Other Plan staff

Externally;

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

Knowledge, Skills, Behaviours and Experiences required achieving role's objectives:

Gained through education, training and experience

Education/Knowledge

- University Degree in Social Work and Social Administration or any related field
- A minimum of 5-7 years' work experience in programme management, monitoring and evaluation with focus on GBV programming;
- Experience in project and team management;
- Demonstrated ability to assess, supervise and co-ordinate technical work in GBV prevention and response in humanitarian setting;
- Experience in conducting needs assessments and programme design;
- Proven experience of budget management and ability to develop project catch up plans and expenditure
- Experience in partnership management

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- Demonstrated strong management, coordination, teamwork and planning skills with proven ability to function effectively with multiple counterparts in private, public and NGO sectors.
- Experience in implementing/coordinating research programs
- Experience in working with children and young people especially adolescent
- Experience in building relationships, fostering interagency coordination and experience of representing an organisation to external parties.
- Fluent in English (both oral and written). Working knowledge of local Arabic and/or other local languages will be an added advantage.

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.

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- 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 and Demands:

- Standard office environment with some exposure to heat, cold, dirt, noise and rainy weather conditions; dim or crowded surroundings, especially when in the field

Level of Contact with Children:

Occasional Interaction with Children.

APPLICATION SUBMISSION GUIDELINE

All applications marked on the right hand corner of the envelope “Application for the Position of Project Manager – NIMULE should be addressed to:

The HR & OD Business Partner
Plan International South Sudan
Hai Jerusalem

Application should be submitted either via this e-mail address hr.ss@plan-international.org

Or deliver hard copies to Plan International Office in Juba or Nimule Field office.

The closing date for receipt of applications is before close of business on 15th October 2021.

Plan is an equal opportunity employer within the meaning of the relevant UN convention. Qualified Women are strongly encouraged to apply.

Applications received are non-returnable.

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