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**CONCERN**  
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## VACANCY ANNOUNCEMENT – NATIONAL GENDER & EQUALITY COORDINATOR, RE-ADVERTISED

Concern South Sudan is an international humanitarian NGO working in South Sudan since 1998. It is dedicated to the reduction of suffering and working towards the ultimate elimination of extreme poverty in the world's poorest countries through the provision of Health & Nutrition, Shelter, WASH and Livelihood activities in the three States of South Sudan.

Concern South Sudan is looking for a suitable candidate to fill the position of **National Gender & Equality Coordinator** to be based in Juba head Office.

### Job Purpose:

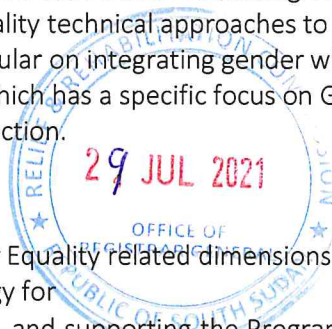
The purpose of this position is to promote the integration of Gender Equality principles and practices within the work of Concern Worldwide South Sudan. He / She will specifically, improve programme appropriateness, quality and impact from a gender perspective. The Gender Equality Coordinator will provide timely and relevant technical inputs to all programmes in the areas of gender equality and gender based violence. He / she will lead internal processes to ensure a strong culture of promoting gender equality and gender transformative programming and operation in the organization. She/he leads the designing or reviewing of the country office gender equality strategy.

In its current Country Strategic plan that spans from 2018 to 2021, Concern Worldwide South Sudan office has made Gender Equality a key focus of all our programming areas. Concern South Sudan programmes working to address gender inequality and narrow the gap with particular focus on prevention of Gender Based Violence, Engaging Men as a Change Agents on Gender Equality Issue and Empowering women and girls as they are disproportionately affected by the protracted crisis South Sudan is facing.

The National Gender Equality Coordinator takes primary responsibility to provide support to programme and country management teams on the development, implementation and monitoring of our country strategy on Gender Equality. This role focuses on promoting high quality technical approaches to gender equality in all of our programmes. The position holder will focus in particular on integrating gender within a major emergency and resilience programme for Concern in South Sudan which has a specific focus on Gender in agriculture, nutrition, health, water hygiene and sanitation and protection.

### Main Duties & Responsibilities:

- Lead and monitor the implementation of the Gender Equality related dimensions of the Country Strategic Plan, the Gender and Women Empowerment Strategy for
- Concern South Sudan, , delivering specific activities, and supporting the Programme and Systems teams in reaching assigned objectives, with the support of the Country Director, Programmes Director and Senior Management Team.
- Build capacity of Concern and Partner staff to understand and implement transformational approaches and corresponding activities related to promotion of gender equality and GBV prevention & response.
- Help to create a strong culture of awareness and promotion of gender equality both internally in Concern (amongst staff) and externally (through programme design and implementation).
- Ensure that technical support for gender equality is relevant and grounded in field realities by keeping up to date with programme activities, challenges and opportunities in different programme locations.
- Support development of quality programme design and M&E from a gender perspective by contributing to programme outcomes, indicators and strategies for promoting gender equality and preventing and

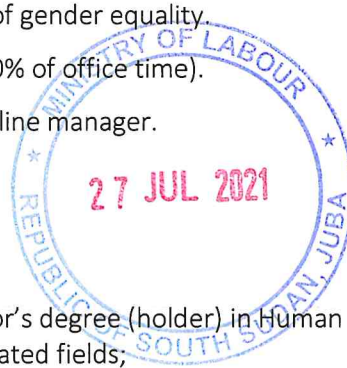


responding to Gender Based Violence (GBV). Contribute in program designing and proposal development from Gender equality perspective.

- Lead the gender and social inclusion analysis, gender audits and gender related surveys.
- Provide technical assistance to partners in assessing the strength of their approach to gender transformative programming and approaches.
- Provide technical input into policy briefings and reports to ensure recommendations are aligned to best practice and learning
- Coordinate gender attitude assessments, analyze the findings and devise action points based on the finding.
- Review program reports and provide input from Gender equality perspective.
- Review the current human resource manual and practices, devise strategies and policies to attract and retain more female workforces in the organization.
- Take a lead role in developing tools for analysis and response to gender inequality in accordance with global Concern policy, local context and programme plans.
- Build the capacity of Concern South Sudan staffs on gender equality; provide team guidance and technical capacity to the project teams through orientations, operational plans, daily interaction, regular team meetings, field visits, and learning and reflection events to effectively and efficiently implement gender transformative programming.
- Design and provide trainings for Concern South Sudan staff on gender equality and enable them to carry out training for community groups.
- Provide on –the-job training, guidance and support for Concern staff, partners and stakeholders on gender and protection activities.
- Collaborate with the Program Quality Coordinator and M&E officer and HQ to digitize gender equality M&E tools and to integrate gender sensitivity into existing programme M&E tools.
- Generate learning from Concern South Sudan programmes and external sources to promote good practice in our internal gender equality work. Collate, document and disseminate information related to Concern’s work on gender equality in order to share learning, promote Concern’s work on gender equality, and influence other stakeholders, including peer NGOs, policy makers and funders.
- Work with the PD, Program Quality Coordinator and Grant Officer to proactively identify and pursue funding opportunities that facilitate strong gender equality programming.
- Represent Concern externally in networks and forums focusing on gender equality, with a view to ensuring that Concern uses its learning and expertise on gender to influence policymaking and development practice, as well as ensuring that external learning is brought back into Concern to help improve our programmes.
- Take a lead role in mobilizing staff internally to develop and participate in events and initiatives that further increase awareness and understanding of gender equality.
- Make field visits as appropriate (up to 50% of office time).
- Carry out other tasks as required by the line manager.

#### Persons Specifications Essential.

- **Minimum Qualification required:** Bachelor’s degree (holder) in Human Rights, Law, Gender Studies, Social Work, international Development, or related fields;
- **Experience:** At least 5 years’ experience in coordinating Gender related programmes at national level





### Desirable.

- **Preferred:** Master's Degree in Law, Gender Studies, Social Work, International Development, Human Rights, Political Science, or related disciplines or certificates; additional experience in child protection programming is desired but not essential.
- **Technical Skills & Abilities:**
  - Professional experience related to GBV prevention and response in conflict and post conflict settings and skills in undertaking conflict analysis;
  - Knowledge of international humanitarian standards for GBV prevention, protection and response;
  - Solid experience in training and capacity building experience, particularly using participatory approaches and methods related to different components of GBV programming;
  - Experience in developing and implementing GBV programmes, and monitoring and evaluation;
  - Experience in working with civil society actors and faith based actors;
  - Knowledge of international best practices, key international policy processes and frameworks related to GBV prevention, protection and response;
  - Fluency in English; knowledge of local language will be an asset.

### Competencies

#### Essential

- Managing your self
- Influence, Advocacy and Networking
- Communication
- Leadership

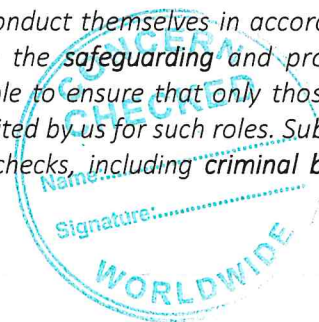
#### Desirable

- Delivering Results
- Planning and Decision making
- Creativity and Innovation
- Change management



### ***Safeguarding at Concern: Code of Conduct and its Associated Policies***

*Concern has an organisational Code of Conduct (CCoC) with three Associated Policies; the Programme Participant Protection Policy (P4), the Child Safeguarding Policy and the Anti-Trafficking in Persons Policy. These have been developed to ensure the maximum protection of programme participants from exploitation, and to clarify the responsibilities of Concern staff, consultants, visitors to the programme and partner organisation, and the standards of behaviour expected of them. In this context, staff have a responsibility to the organisation to strive for, and maintain, the highest standards in the day-to-day conduct in their workplace in accordance with Concern's core values and mission. Any candidate offered a job with Concern Worldwide will be expected to sign the Concern Staff Code of Conduct and Associated Policies as an appendix to their contract of employment. By signing the Concern Code of Conduct, candidates acknowledge that they have understood the content of both the Concern Code of Conduct and the Associated Policies and agree to conduct themselves in accordance with the provisions of these policies. Additionally, Concern is committed to the safeguarding and protection of vulnerable adults and children in our work. We will do everything possible to ensure that only those who are suitable to work or volunteer with vulnerable adults and children are recruited by us for such roles. Subsequently, working or volunteering with Concern is subject to a range of vetting checks, including criminal background checking.*



How to apply:

1. Interested candidates are requested to submit their Applications, Updated CVs of not more than 3 pages and a copy of their nationality ID and copies of educational certificates to: HR Department at Juba office or email your application to [vacancies.juba@concern.net](mailto:vacancies.juba@concern.net) office not later than **16<sup>th</sup> August 2021**.
2. The position is a local recruitment and strictly open to Female South Sudanese nationals only.
3. Only shortlisted candidates will be contacted and applications submitted will not be returned.

