



Norwegian People's Aid

South Sudan



Vacancy Announcement for Gender and Protection Officer Based In Rumbek (Lakes State) - Contingent Upon Funding

Norwegian People's Aid (NPA) South Sudan is an International Non-Governmental Organization involved in humanitarian, relief and long-term development operations in South Sudan.

NPA has worked in South Sudan since 1986 and currently runs two programmes: Civil Society Development Programme and Humanitarian & Resilience Programme.

NPA wishes to recruit a highly competent, proactive and self-driven individual (South Sudanese) for the position of **Gender and Protection Officer** based in Rumbek with field travels to NPA Offices in Lakes.

The employment contract for this position is Definite Contract with possibility of extension based on funding and satisfactory performance. Also, this position is subject to approval of funding by the donor.

Purpose of the Position:

The Gender and Partnership Officer will be responsible for providing guidance and technical expertise on gender transformative programming, SGBV risk mitigation in FSL, and sexual and gender-based violence programming in the Kapoeta North and Budi Counties. The Gender and Protection Officer will:

Duties and Responsibilities:

1. Project Implementation (50%)

- Leads all NPA SGBV activities as well as overseeing and providing technical guidance to all SGBV activities implemented by partners across all the project targeted counties, ensuring that technical quality and standards are considered and respected during project(s) implementation
- Leads integration of gender transformative programming and SGBV risk mitigation in NPA's overall FSL programming across other NPA projects implementation locations, when applicable and on a need basis activity that target different category groups
- Ensures technical quality in the Gender and Protection portfolios, including SGBV prevention and response programming, as well as formal and/or informal capacity building to project staff at the field level.
- Conducts gender analysis and SGBV risk analysis periodically
- Develops appropriate and specific SGBV/services information materials as well as implement activities for different groups identified, i.e., Community Leaders, Women's Groups, and the community in general, with consideration of minority groups existing in the location
- Ensures messages are appropriate for the community and tested before dissemination
- Conduct community awareness-raising sessions, group discussion sessions, or information dissemination sessions to inform the community of the causes and consequences of SGBV on individuals, families, and the community, to tackle the root causes of gender inequality and SGBV and to contribute to reducing the incidences of SGBV in the community.
- Mobilizes community members to create a protective environment for women, girls, and most vulnerable groups, promote their safety and dignity and mitigate risk

- Develops and conduct training on Gender Equality and SGBV basic concepts, SGBV Guiding Principles, SGBV in emergencies prevention and response programming, among other SGBV-related topics
 - Ensures coordination with other Gender, SGBV and Protection actors and service providers at the field level, including proactively contributing to the development and updating of the SGBV referral pathways
 - Designs adequate, accessible, safe and effective feedback mechanisms to receive complaints from communities and vulnerable groups, in particular women and girls. In particular, identify and support feedback channels that communities prefer. Ensure that feedback mechanisms are sensitive to age, gender and diversity (AGD) and accessible to women and girls, children, persons with disabilities and others at high risk
 - Ensures SGBV project implementation is on time, target and budget, by establishing and using effective M&E systems to reach desired impacts
 - Ensures Gender and Protection monthly and quarter report is compiled and shared
 - Participates in regular project coordination/review meetings organized at the field level
 - Regularly updates the work plan and other documents relevant to effective project management
 - Ensures the project follows relevant NPA technical guidelines and standards
- 2. Mentorship of Staff and Partners (20%)**
- Contributes to a positive team spirit among all NPA staff and partners.
 - Provides mentoring to the SGBV project team daily including project officers and community-based extension workers.
 - Ensures and monitor compliance with SGBV principles and referral protocols
 - Assesses gaps in SGBV response services in Kapoeta North and Budi counties.
 - Represents NPA in Gender, SGBV and Protection coordination meetings as required.
 - Maintains a positive relationship with Community leaders and local structures at all levels.
 - Maintains positive coordination and relationships with partners and other INPA sector staff.
 - Monitors the partners' implementation of the projects and ensure that they meet the agreed performance and reporting standards.
 - Works with the partners to ensure that all finance management and grant accounting rules and regulations of NPA and donors are properly complied with.
 - Regularly attends partner activities, including mentoring the SGBV outreach teams and supporting adherence to SGBV referral protocols, visit partner offices and conduct quarterly updates. Collect information on partners for project development and proposal writing.
- 3. Monitoring and Reporting (10%)**
- Provides regular and timely updates on progress and challenges to the Team Leader and Head of Sub Office and other team members on a per-need basis.
 - Participates in all the Monitoring and evaluation activities.
 - Draft internal narrative reports and contribute to developing financial reports through regular budgetary follow-up.
- 4. HR, Logistics & Finance (10%)**
- Adherence to NPA South Sudan Country Programme, Gender Equality Policy, Logistics and Finance Policies
- 5. External Relations (10%)**
- Supports, facilitates or undertakes communication and liaison activities to actively consult and involve beneficiaries, key informants, actors, partners and stakeholders in all stages of project design and implementation
 - Cultivates good relations with key humanitarian actors – local and international, including government authorities and non-state actors, through regular attendance at technical



- meetings and bilateral meetings
- Coordinates with other stakeholders to support partners and civil society in South Sudan

Key performance indicators (KPIs)

- Quality of capacity development outputs/activities
- Innovation
- Upholding and materializing the SGBV Guiding Principles in NPA's work
- Adaptation of SGBV international standards to the context
- Do no harm
- Timely and accurate preparation of work plans
- Timely preparation and submission of progress reports
- Regular partnership training, mentoring and coaching
- Implementation of activities as per the work plan
- Monthly accountabilities of expenditures



Required Qualifications/Skills/Experiences:

- Bachelor's degree in Social Sciences, Development Studies, women's studies, gender studies, international development or a comparable area of study preferred but a BA is a must
- Proficiency in English (oral and written), facilitation skills and computer literacy are required
- 3-5 years of experience in humanitarian and development work
- 3 to 5 years minimum of direct professional experience in SGBV in emergencies programming, including:
 - RESPONSE: case management and provision of PSS to survivors / woman and girls at risk of SGBV, provision and capacity development for PFA, technical standards for SGBV programming, conducting safe referrals to SGBV services; strengthening capacity of local actors for SGBV response, etc.
 - PREVENTION: social norms and behavioral change approaches, and positive masculinities programming.
- Substantial background in gender and development work, including: Women and Girls' Empowerment approaches, Violence against Women and Girls programming, conducting gender analyses, capacity building/training on gender equality for civil society organizations, and engaging in gender advocacy.
- Experience in conflict-sensitive programming
- Experience coordinating multi-stakeholder projects
- Experience developing technical capacity on SGBV
- Willingness to travel to all field sites across Budi and Kapoeta North Counties

Personal Competencies:

- Excellent Communication and interpersonal skills.
- Report writing skills.
- Analytical skills.
- Computer literacy.
- Good Time management.
- Ability and readiness to work under pressure and deal with difficult and complex conditions.
- Ability and willingness to work and live under difficult circumstances.
- Analytical, systematic and structured.
- Committed to women and girls' empowerment and to fighting gender-based discrimination and SGBV.
- Committed to safeguarding vulnerable communities and individuals.
- Strong moral values.



- Strong networking skills with stakeholders.

Work Relationship:

Internal: Humanitarian and Resilience Programme staff.

External:

- Communities at the grass root level.
- Local authorities.



NPA South Sudan is an Equal Opportunity employer. In making employment decisions it does not discriminate based on gender, Age, ethnicity, religion or political affiliation.

Qualified female candidates are highly encouraged to apply.

Application and CV/resume with active contacts and three professional referees and copies of academic transcripts should be submitted to: recruitment-rss@npaid.org

Hard copy application and CV/Resume can also be delivered to the NPA South Sudan Head Office, Martyrs Street (opposite UNICEF) Juba Office and NPA Rumbek Office.

Applications submitted after 12:00 noon on Wednesday 7th May 2025, will not be considered.

NB: Submitted copies of academic transcripts will NOT be returned to the applicant.

Only Shortlisted candidates will be contacted.

