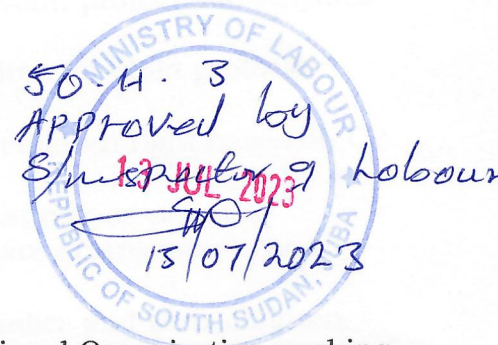


VACANCY ANNOUNCEMENT

**Title: Protection Project Officer (1)**  
**Location: Fashoda (Kodok)**  
**Report to: Protection Program Manager**  
**Starting Date: As soon as Possible**



**Background**

**Nile Initiative Development Organization (NIDO)** is a National Organization working in Upper Nile State for a period of more than seven (7) years with the specialty in provision of essential Health Services, Nutrition and Protection to the vulnerable population.

NIDO major objective is to improve the lives of vulnerable people, reduce extreme level of poverty among the needy population while addressing socio-economic related issues affecting population in South Sudan such as vulnerable children, women, youths and persons with disabilities in order to make them realize their potentials and true values of human life.

**ROLE PURPOSE:**

Under CP Projection, Senior Social Workers are responsible for working closely with children, community and government stakeholders. S/he is responsible for provision of effective, efficient and quality psychosocial support, reunification and reintegration services for children at risk of or victims, s/he works in establishing/strengthening community-based child protection mechanisms to prevent and protect children from the various risks affecting children.

**KEY AREAS OF ACCOUNTABILITY:**

**Programme Management**

- Work with the Protection Manager to oversee implementation of Child Protection project activities ensuring that services are delivered on time, on budget and in compliance with donor regulations
- Ensure that Child Protection case workers understand the project activities.
- Work with the Protection Manager to ensure Child Protection program is implemented in ways responsive to communities, staff and children in line with UNICEF's principles, values and strategic plan and compliant with UNICEF's procedures
- In coordination with the Protection Manager, work with the Child Protection case workers to develop work-plans and follow up with team members regularly to ensure that activities are on track





“BETTER LIVES & HEALTHY ENVIRONMENT”

- Conduct family tracing and reunification in Upper Nile State and declared children at risk.
- Facilitate multi sectorial linkages at State level to prevent, protect and respond to child protection risks.
- Identify, register and refer abused and exploited children for child protection services.
- Promote and improve quality service delivery to fulfil children right based on CP vision, mission and values.
- Lead and facilitate psychosocial support for children at risk or victims. Facilitate placement of children in foster or kinship care arrangements and regularly follow up situations of children,
- Facilitate and lead the economic empowerment of families and their children.
- Identifies community-based child protection mechanisms capacity gaps and participates in building their capacity.
- Facilitate and lead community awareness raising and sensitization programs to promote positive values of the society towards children.
- Facilitate and provide trainings, workshops for community members, and other stakeholders.
- Work closely with targeted Payam relevant government offices and community-based child protection structures to provide psychosocial support for children.
- Document best practices of the project activities and share with relevant agencies.
- Performs other related activities as assigned by his immediate supervisor.
- Closely working with community, community mobilization, and reunifications
- Activating referral pathways and ensure strengthen of referral pathways
- Identify most vulnerable children and register for priority responses
- Prepare timely and high quality programme and donor reports on project activities in compliance with internal NIDO requirements and any relevant external donor requirements.

**Monitoring, Evaluation and Accountability and Quality**

- Actively monitor Child Protection programme activities at field level and ensuring quality of NIDO programming.
- Input into the development of M&E and indicator tracking plans for child protection and GBV project in Malakal and Kodok and the development of additional M&E tools as necessary to monitor project progress.
- Work with Protection Manager to ensure appropriate, timely and accurate data collection against agreed indicators to enable reporting
- Work with MEAL team to identify and incorporate project suitable accountability mechanisms
- Lead discussions with communities and beneficiaries on programme design and project review.



“BETTER LIVES & HEALTHY ENVIRONMENT”

**Coordination and advocacy**

- Represent Nile Initiative Development Organization (NIDO) at cluster/coordination/working Group meetings (Protection, child protection, GBV) and other meetings and forums.
- Ensure that programme interventions continue to be informed by and integrated with other core sectors of NIDO, such as health.
- Continuously identify and document child protection issues in Upper Nile State, and ensure that relevant stakeholder and duty bearers are informed. Contribute to the development of case studies for the purpose of reporting, advocacy and media efforts.

**Accountability:**

- Holds self-accountable for making decisions, managing resources efficiently, achieving and role modelling NIDO values
- Holds the team and partners accountable to deliver on their responsibilities - giving them the freedom to deliver in the best way they see fit, providing the necessary development to improve performance and applying appropriate consequences when results are not achieved

**Ambition:**

- Sets ambitious and challenging goals for themselves (and their team), takes responsibility for their own personal development and encourages others to do the same
- Widely shares their personal vision for NIDO, engages and motivates others
- Future orientated, thinks strategically

**Collaboration:**

- Builds and maintains effective relationships, with their team, colleagues, members and external partners and supporters
- Values diversity, sees it as a source of competitive strength
- Approachable, good listener, easy to talk to

**Creativity:**

- Develops and encourages new and innovative solutions
- Willing to take disciplined risks

**Integrity:**

- Honest, encourages openness and transparency





## QUALIFICATIONS AND EXPERIENCE

- Degree in the field Sociology, Social Work, Psychology, or relevant Social Sciences, Community development, Psychiatric Nurse or equivalent
- Relevant work experience of 4 years for Degree holders.
- Previous working experience in child protection in general and case management, community mobilization, psychosocial support, reunification/reintegration in particular is preferable.
- Computer literacy in all the Microsoft office applications, and internet literacy are required
- Good communication skills
- Fluency in English, writing and speaking
- Knowledge of native language-Arabic is an asset.
- Commitment to NIDO values

## Requirements

ONLY Females candidates.  
MUST be from Malakal or Kodok

Application, full CV, copy of qualifications and experience certificates should be delivered directly to NIDO HR Department South Sudan Country Office in Hai-Jalaba, Juba. Or you can apply through **Email:** [nidoorg1@gmail.com](mailto:nidoorg1@gmail.com) / [petergatbel@nido-ss.org](mailto:petergatbel@nido-ss.org) / [thoangatbell3@gmail.com](mailto:thoangatbell3@gmail.com), [info@nido-ss.org](mailto:info@nido-ss.org) Only short-listed candidates will be contacted for written test and interviews.

## Disclaimer:

Nile Initiative Development Organization does not charge any kind of fees at whichever stage of the recruitment process and does not act through recruitment agents. NIDO will be undertaking child safeguarding checks for all candidates. Selected candidate will ask to provide police checking prior to signing contract.

**Date of issue: 13/07/2023**

**Deadline for submission: The closing date for application is 02<sup>th</sup> Aug. 2023**

Any application after this date will not be considered.



## VACANCY ANNOUNCEMENT

**Title: Case Workers (6)**

**Location: Malakal and Kodok**

**Report to: Protection Project Officer**

**Starting Date: As soon as Possible**

**Background**

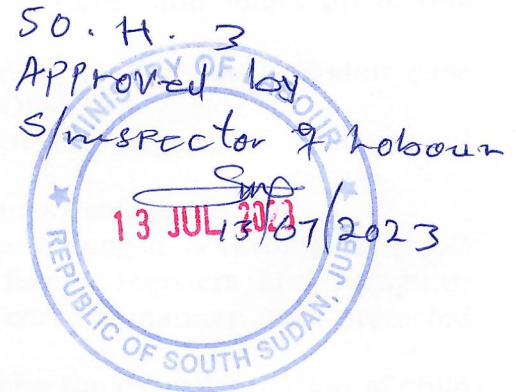
**Background**

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### **ROLE PURPOSE:**

Under CP Projection, Senior Social Workers are responsible for working closely with children, community and government stakeholders. S/he is responsible for provision of effective, efficient and quality psychosocial support, reunification and reintegration services for children at risk of or victims, s/he works in establishing/strengthening community-based child protection mechanisms to prevent and protect children from the various risks affecting children.







**KEY AREAS OF ACCOUNTABILITY:**

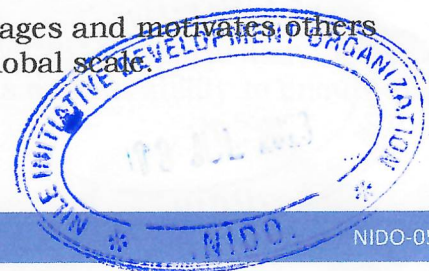
- Support on and keep up-to-date service map to which children and families can be referred in the facility and catchment area
- identify, assess, document, refer (to relevant services) and follow-up at-risk children and families
- Manage cases in acceptable timeframe according to the South Sudan case Management Standard Operating Procedures (SOPs).
- Undertake home visits to families of children receiving case management services
- Respect confidentiality and follow ethical guidelines/ standards
- Ensure that case management information is managed according to NIDO approved procedures e.g. case management forms, registers and computer databases are used in an appropriate and correct manner and protected accordingly
- Facilitate, collect and report information regarding the overall situation of child protection risks in NIDO operational areas
- Support the preparation of all procurement and administrative documents required for case management implementation.
- Prepare and share with line manager monitoring reports/updates
- Participate in Case conferences for the management of complex cases
- Maintain highest standards of professional conduct and ensure actions do not put children at risks.
- Any other duties assigned by the line manager

**Accountability:**

- holds self-accountable for making decisions, managing resources efficiently, achieving and role modelling NIDO values
- holds the team and partners accountable to deliver on their responsibilities - giving them the freedom to deliver in the best way they see fit, providing the necessary development to improve performance and applying appropriate consequences when results are not achieved.

**Ambition:**

- sets ambitious and challenging goals for themselves and their team, takes responsibility for their own personal development and encourages their team to do the same
- widely shares their personal vision for NIDO, engages and motivates others
- future orientated, thinks strategically and on a global scale.





## Collaboration:

- builds and maintains effective relationships, with their team, colleagues, Members and external partners and supporters
- values diversity, sees it as a source of competitive strength
- approachable, good listener, easy to talk to.

## Creativity:

- develops and encourages new and innovative solutions
- willing to take disciplined risks.

## Integrity:

- honest, encourages openness and transparency; demonstrates highest levels of integrity

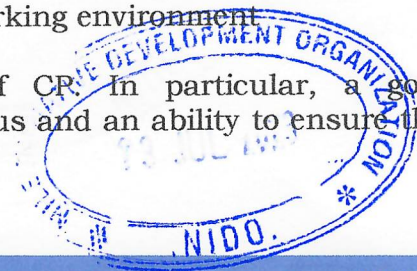
## QUALIFICATIONS

Minimum Diploma in social sciences, social work or community development

## EXPERIENCE AND SKILLS

### Essential

- Minimum of 3 years sectoral (child protection) experience in a similar position
- Experience working and communicating with Children
- Excellent technical understanding of child protection and community-based approaches
- Excellent technical understanding of child protection (especially case management) and community-based approaches
- Excellent understanding of the case management including FTR process
- Strong interpersonal and communication skills
- Ability to prioritize tasks
- Able to lead a team to achieve results
- Flexibility and ability to work independently and in a team
- Able to work to tight deadlines and under pressure
- Able to operate in extremely harsh living and working environment
- Gender awareness and sensitivity
- Commitment to the aims and principles of CP. In particular, a good understanding of the CP mandate and child focus and an ability to ensure this continues to underpin our support







Awareness of using positive discipline; an officer should never shout at, humiliate or hit children

### Desirable

- Knowledge of the area, socio-culture and local language where the post is located as an added advantage

### Requirements

- 
- ONLY Females candidates.
- MUST be from Malakal and Kodok

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