

Approved
[Signature]



tearfund

POSITION: Church and Community Transformation (CCT) Officer

LOCATION: Juba

STARTING DATE: ASAP

Tearfund is a Christian international relief and development agency working globally to end poverty and injustice, and to restore dignity and hope in some of the world's poorest communities.

Our vision is to see all people freed from poverty, living transformed lives and reaching their God –given potential by:

- Envisioning churches to embrace their calling to address poverty and injustice
- Developing communities and building resilience, sustainably and holistically
- Changing unjust policies and practices to deliver justice for poor communities
- Enabling communities affected by disaster and conflict to recover quickly and be better equipped to face future hazards.

We are committed to developing experts who are inspired, resourceful, courageous, compassionate and equipped. If you are interested in working with us, take time to look around our website and discover more about our unique organisation.

Tearfund South Sudan Programme is looking for a suitable **South Sudanese** candidate to fill in the position of **Church and Community Transformation (CCT) Officer** to be based in **Juba**.

JOB OVERVIEW

To provide support to and facilitate the work of Tearfund partners on Church and Community Transformation process (CCT), which are necessary to achieve upscaling of CCT work in South Sudan. The Job holder also, will envision church leaders and facilitate all the selected participants to be trained as CCT facilitators in coordination with Partnership Manager. S/he will supervise, mentor, collect success stories, reporting on CCT and self-help group (SHG) activities at all the locations where CCT is taking place in South Sudan.

This post has responsibility throughout Tearfund's South Sudan programme.

POSITION IN THE ORGANISATION

- Grade: B1
- Reports to the Partnership Manager
- Dotted Line Responsibility: Liaise and collaborate with other Programme Team, Partnership Programme Coordinator and Programme Director South Sudan- Juba.



TEARFUND'S CHRISTIAN CULTURE

- We believe that prayer and discernment is fundamental to Tearfund achieving its mission of restoring relationships, ending extreme poverty and transforming lives. As a Tearfund staff member you are expected to:-
- Engage with Tearfund Prays and the Prayer hub
- Lead or participate in spiritual sessions of prayer and biblical reflection within your group
- Be committed to Tearfund's Mission, Values and Beliefs statement and to be actively working and living in accordance with Tearfund's Christian beliefs and theology of mission
- Maintain your own spiritual development, discover your gifts/callings and grow in discipleship

ORGANISATIONAL REQUIREMENTS

- The post-holder will, at all times, carry out their responsibilities with the utmost respect for the protection of children in accordance with Tearfund's Child Protection Policy.
- The post-holder will be required to actively participate in the spiritual life of Tearfund in the following ways:
 - To model Godly leadership in all aspects of character and conduct.
 - To lead or contribute in Christian worship, prayer, teaching and biblical reflections during collective staff prayer times and encourage staff to attend as is appropriate.
 - To be committed to and share in the outworking of Tearfund's Mission, Purpose, Values and Beliefs statement.
 - To actively work and live in accordance with Tearfund's Statement of Faith and Tearfund's Christian ethos.
 - To pursue and maintain a Christian faith through ongoing personal spiritual development and a relationship with God.
- The post-holder will be expected to behave in accordance with Tearfund's 'Code of Conduct' as referred to in the Personal Conduct Policy.
- Ensuring staff familiarity with Tearfund's mandate, values, Quality Standards, policies and programme objectives and their individual responsibilities in upholding these standards and policies.

KEY RESPONSIBILITIES

Training of CCT facilitators and Church Leaders.

- Envision all the Tearfund targeted Church leaders in South Sudan where necessary.
- Providing training to all the selected CCT trainees and mentors all the existing CCT Facilitators in South Sudan.
- Provide follow up trainings for Theological/Bible schools Tutors and monitor how the selected colleges are progressing in implementation of CCT
- Support partners to identify and train CCT facilitators
- In coordination with the Partnership Manager, ensure the CCT training materials are revised to suit the current South Sudan context.



- Follow up CCT developments in the region and/or globally, ensure CCT facilitators are kept informed of any new CCT developments and prepare CCT facilitators appropriately for the changes.
- Facilitate Training of Trainers (ToT) trainings and other relevant training programmes for CCT facilitators

Identification and engagement of CCT and any other strategic partners

- Build and maintain relationship with partner churches, denominations and other civil society partners
- Participate in assessing potential partners according to Tearfund's partnership assessment framework
- In coordination with PM leads a cluster of CCT partners, allies and encourage sharing of information across all partners
- Build and maintain relationships with churches and denominations in South Sudan.
- Mobilises CCT practitioners in South Sudan with support of CCT field Mobilizer for any CCT activities event.
- Supports preparation for and arrangements of all training facilities when and as needed for CCMP training programmes in the region.
- Support PM in drafting budget for CCT/SHGs related activities in the region.
- Support Church leaders to identify CCT team to be trained as local CCT facilitators
- Supports the collection and documentation of success stories in coordination with PM for learning and sharing
- Support in translating messages and speeches from English to local Language where necessary
- Participate in reviewing CCT work and proposed action points from lesson learnt
- Write a progress report and share it with the PM.
- Perform another duty as delegated by the line manager

PART 2 – PERSON SPECIFICATION

JOB TITLE: Church and Community Transformation (CCT) Officer

	ESSENTIAL	DESIRABLE
Qualifications	<ul style="list-style-type: none"> ● Educated to Degree Level or its equivalent. 	<ul style="list-style-type: none"> ● Degree in development or social studies ● Specialised in social/rural development or management studies. ● CCT Certificate ● An understanding of Christian relief and development issues
Experience	<ul style="list-style-type: none"> ● Working in a church environment ● Proven experience in project documentation and reporting ● Proven experience in community and or social development ● Proven experience in church and community mobilisation 	<ul style="list-style-type: none"> ● Experience in facilitating church and development approaches or Church and Community Mobilisation Processes (CCMP) ● Experience as a CCT/CCMP practitioner
Skills/Abilities	<ul style="list-style-type: none"> ● Facilitation skills and mastery of adult learning approaches ● Excellent written and verbal communication skills. 	<ul style="list-style-type: none"> ● Working knowledge of local languages ● knowledge of CHS, SPHERE and TF Quality standards



	<ul style="list-style-type: none"> ● Excellent interpersonal skills including sensitivity to cross cultural communications. ● Ability to collate, analyse and report data in a clear and coherent manner ● Ability to organise and manage one's own work ● Basic IT skills ● Ability to prioritise and work under pressure ● Ability to influence in a diplomatic manner ● Ability to work with children or vulnerable people in an appropriate and safe manner in accordance with the Tearfund Child Protection Policy 	
Personal Qualities	<ul style="list-style-type: none"> ● Committed Christian with a personal relationship with God ● Committed to Tearfund's Mission, Values and Beliefs 	
OTHER COMMENTS: <ul style="list-style-type: none"> ● Regular travel across cluster countries is a requirement ● All roles require a DBS/Police check ● Tearfund is a member of the SCHR Misconduct Disclosure Scheme ● Personal identification information will be submitted against a Watchlist database to check against criminal convictions as a counter-terror measure 		

How to Apply:

If you are the candidate we are looking for, please submit your CV and cover letter **only in English** as well as Tearfund application form- which can be collected from the HR Department at Tearfund office or find attached with the advert, Located in **ECSS Compound, Hai Jerusalem** detailing your experience for the post and include your daytime telephone contact. Applications online can be submitted to southsudan-recruitment@tearfund.org The subject matter of your email should be the title of the job you are applying for.

Closing date for receiving applications is **22nd June 2022 at 5:00pm.**

NB:

- Applications once received are not returnable
- Due to the urgency of the position, applications submitted will be shortlisted on a rolling basis, should there be suitable candidates, and the position may be filled before the deadline for applications.
- **Only short-listed candidates will be notified.**

