



## JOB ADVERTISEMENT

**Position:** Executive Director. **Duty Station:** Juba, South Sudan

**Reporting Line:** Board of Trustees (BoT)

**Organization:** Confident Children out of Conflict (CCC)

**Contract Type:** Voluntary engagement, subject to availability of funds

**Duration:** As determined by the Board of Trustees

**Working Conditions:** Full-time with flexibility depending on funding and organizational needs

### 1. Brief Background

**Confident Children out of Conflict (CCC)**, is a national non-governmental organization based in Juba, South Sudan. It is a voluntary, humanitarian, charitable, non-profit organization for the promotion of confidence, protection, and wellbeing of children on a non-political, non-religious, non-racial, and non-tribal basis.

**Confident Children out of Conflict (CCC)** works to protect and promote the rights and well-being of the most vulnerable children, youths, and women in South Sudan. It implements programs in Child Protection (CP), Gender-Based Violence (GBV), Education; and operates an Interim Care Center (ICC) providing protection and care for children with serious protection concerns, including survivors of abuse, neglect, exploitation and violence.

CCC is seeking a dedicated and experienced Executive Director to fill the vacant position and lead the organization. CCC remains committed to honoring the legacy of leadership through strengthening its governance, programs, and advocacy for vulnerable children, youths, and women.

### 2. Position Summary

The Executive Director (ED) is the chief executive and highest leadership position of CCC, responsible for providing strategic leadership, overall management, representation, and accountability of the organization. The ED reports to the Board of Trustees and works closely with and supervises senior management staff and coordinates/liases with partners, donors, and government authorities.

This position is open only to all candidates, with special preference to female candidates with extensive experience in Child Protection and GBV, strong leadership



and advocacy skills; and the ability to work on a voluntary basis, subject to the availability of funds.

### **3. Key Roles and Responsibilities**

#### ***1. Strategic Leadership and Governance***

- ✓ Provide overall strategic direction and leadership in line with CCC's vision, mission, and values.
- ✓ Ensure implementation of CCC's strategic plans, policies, and decisions of the Board of Trustees.
- ✓ Strengthen organizational governance, systems and accountability mechanisms.
- ✓ Report regularly to the Board of Trustees on programmatic, financial, and operational performance.

#### ***2. Program Oversight and Quality Assurance***

- ✓ Provide leadership and oversight for all CCC programs, including Child Protection, GBV, Education, and Interim Care Center services.
- ✓ Ensure programs meet national and international standards, including CPMS and GBV minimum standards.
- ✓ Promote survivor-centered, child-friendly, and rights-based programming.
- ✓ Ensure integration of safeguarding, PSEA, and accountability to affected populations across all activities.

#### ***3. Advocacy, Representation, and Partnerships***

- ✓ Lead CCC's advocacy agenda at national, state, and community levels on child protection and GBV issues.
- ✓ Represent CCC with government institutions, UN agencies, NGOs, donors, and coordination forums.
- ✓ Build and maintain strong partnerships and networks to advance CCC's mission.
- ✓ Act as the public spokesperson of CCC when required.

#### ***4. Resource Mobilizations and Donor Engagement***

- ✓ Lead resource mobilization efforts, including proposal development, donor engagement, and fundraising.
- ✓ Strengthen relationships with existing and potential donors and partners.
- ✓ Ensure compliance with donor requirements and effective use of resources.



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## **5. Financial and Administrative Oversight**

- ✓ Provide overall oversight of financial management, ensuring transparency, accountability, and compliance with policies and donor regulations.
- ✓ Approve budgets, expenditures, and financial reports in line with delegated authority.
- ✓ Strengthen internal controls, risk management, and organizational sustainability.

## **6. Human Resource Management and Leadership**

- ✓ Provide leadership and supervision to senior management and staff.
- ✓ Promote a positive, inclusive, and professional work environment.
- ✓ Ensure staff capacity development, performance management, and wellbeing.
- ✓ Uphold CCC's policies on safeguarding, PSEA, code of conduct, and zero tolerance for misconduct.

## **4. Required Qualifications and Experience**

The required qualifications and experiences include (but not to):

- ✓ Minimum of a Bachelor's degree in Social Work, Psychology, Gender Studies, Development Studies, Law, or a related field (Master's degree is an added advantage).
- ✓ At least 7–10 years of progressive experience in Child Protection and GBV programming, with senior leadership or management experience.
- ✓ Strong understanding of CP and GBV coordination mechanisms, policies, and standards in humanitarian and development contexts.
- ✓ Proven advocacy, representation, and negotiation skills at national and international levels.
- ✓ Demonstrated experience working with NGOs, UN agencies, donors, and government institutions.
- ✓ Strong leadership, decision-making, and organizational management skills.
- ✓ Excellent communication skills in English (both written and spoken).
- ✓ Commitment to humanitarian principles, child rights, gender equality, and safeguarding.

## **5. Safeguarding and Equal Opportunity Statement**

Confident Children out of Conflict (CCC) is an equal opportunity employer. CCC has zero tolerance for Sexual Exploitation and Abuse (PSEA), child abuse, harassment, or any form of misconduct. All staff and volunteers are expected to adhere strictly to CCC's safeguarding and code of conduct policies.

## **6. How to Apply**

Interested and qualified candidates are invited to submit:

- ✓ A cover letter outlining suitability for the position



- ✓ A detailed CV with at least three professional referees

Applications should be submitted to:

[cccrecruitment2007@gmail.com](mailto:cccrecruitment2007@gmail.com) or drop a hard copy to CCC main office at new site opposite the police station,

Juba - Terekeka Highway or

call 0928692125, 0923088333 for assistance.

**Deadline: 23/02/2026**

Only shortlisted candidates will be contacted.

CCC encourages strong, committed women leaders to apply and contribute to protecting the most vulnerable children and survivors in South Sudan.

