



VACANCY ADVERTISEMENT

Job Title: ERD Infrastructure Technician
Number of Post: One (1)
Band /Level /Grade: 8B
Department: ERD
Location: Ganyliel
Duration: 1 year- Renewable
Overtime Eligible: Exempt
Date of Issue: Friday, 16th September 2022



ORGANIZATION DESCRIPTION:

The International Rescue Committee, one of the world's largest humanitarian agencies, provides relief, rehabilitation and post-conflict support to victims of oppression and violent conflict in 42 countries. IRC is committed to bold leadership, innovation and creative partnerships. South Sudan, an independent nation since 9 July 2011, is emerging from decades of brutal civil war rooted in disputes over religion, ethnicity, resources, governance and self-determination. The security situation remains fragile, and the operational context is challenging. IRC has been in South Sudan since 1989 and currently operates in Northern Bahr el Ghazal, Lakes, Unity, and Central Equatoria States implementing programs in the areas of Health and Nutrition, Protection and Rule of Law, Child Protection, Education and Economic Recovery and Development (Livelihoods).

PROGRAM BACKGROUND:

The IRC has been implementing Economic Recovery and Development (ERD) programs in South Sudan since November 2014. IRC has received funding from OFDA to implement an integrated Strengthening GBV Response and Coordination, Integrated Health, Livelihoods, Nutrition, and Protection Response in South Sudan. The livelihoods component will implement Economic Recovery and Market Systems activities in Nyal through provision of livelihoods restoration, financial services and market systems strengthening support. Community will engage in cash for work activities to rehabilitation rural market foot paths and flood control channels and establish village savings and loans associations (VSLAs). Youths aged 17- 35 years will be supported to access market relevant business skills trainings and in-kind start-up grants. Overall, the project aims at improving the safety and quality of life of disaster affected people and the recovery of local market systems in Panyijjar County.

JOB PURPOSE:

Based in the field, under the supervision of the ERD Manager, the Infrastructure Technician will perform a variety of specialized technical tasks of rehabilitation, construction and management of community market assets, and adoption of best practices for all cash for work activities. With the support of the ERD Manager, s/he will provide overall technical support to the community participants through trainings, supporting identification and prioritization of market structures (i.e. footpaths and stalls), locations for construction/reopening of market access roads (MAR), and developing basic and easy- to-follow rehabilitation techniques/methods to improve skills & knowledge in cash for work related projects. The IFT will oversee the identification of cash for work activities and pay beneficiaries in accordance with the IRC strategy and policies. S/he will work closely with the ERD Assistant and supervise the Cash for Work volunteers on work planning and technical matters to align with project goal and ensure quality implementation of activities on ground.

SPECIFIC RESPONSIBILITIES:

Project Implementation

- Actively involved in community mobilization in all the project areas
- Provide technical support and supervision to participants' activities in all the project areas
- Provide on-site trainings to participants on construction skills related to the project activities.
- Regularly visits the participants' groups to ensure effective implementation of planned activities for the construction of the community assets.



- Facilitate distribution of tools, inputs and in-kind goods to project participants.
- Facilitate participants' needs prioritization and identification through community work workshops and meetings.
- Work closely with participants to ensure adoption of best practices such as good site selection of flood channels, footpath layout, alignment, formation of ditches, sloping, formation of embankment and compaction.
- Monitor and evaluate participants' performance in all the project areas and report the finding to the Project Manager.
- Participate in all assessments in the project areas for the project.
- Liaise with community leaders and local authorities in matters related to the construction of the community assets.
- Represent IRC in Project Management Committee (PMC) meetings & take careful notes during PMC meetings.
- Ensures that attendance sheets for the participants are properly checked, signed and filed
- Contribute to timely, accurate and appropriate report of activities in project areas.
- Liaise with designated county departments and staff and routinely update them of the key activities and project progress and including informing the Manager and Field Coordinator on emerging issues whenever need arises.
- Performs other duties under the project as requested by ERD Manager.

Effective Budget Utilization

- Ensure budget spending are maximum (+/-5%) of the budget forecasted under Market Systems Strengthening (MSS)
- Participate in review BVA with her/his team same day of receipt and send written BVA concerns to ERD manager
- Raise PRs and ensure compliance with IRC finance regulations,
- Participate in the monthly review of the spending plan led by the Field Coordinator or ERD TC as appropriate,
- Participate in budget realignment discussions and budgeting as necessary,
- Review activity specific budgets for MSS activities such as cash for work, trainings ensuring financial credibility and value for money



Effective Human Resources Administration and Management

- Participate in the recruitment and orientation of cash for work field monitors as will be necessary,
- Conduct probation and annual performance evaluations of field monitors within five days of due date,
- Resolve disciplinary issues that arise with ERD staff and inform Field Coordinator and ERD TC same day of incident,
- Foster the spirit of cohesion, teamwork, professionalism and mutual respect within ERD team.

Effective Coordination and Representation

- Participate in effectively organizing special BHA, TA and SMT missions/visits to the project,
- Collaborate effectively with other ERD team and other IRC's sectors, receiving and providing technical assistance as necessary,

JOB QUALIFICATIONS/REQUIREMENTS:

- **Education:** Diploma or University degree in any of engineering, Architecture, Design and or Building Construction. Specialized trainings in similar fields and cash for work management and monitoring and evaluation is a merit.
- **Work Experience:** At least one years' experience in implementing cash for work, livelihoods and or other market systems strengthening projects; with good aptitude of logical framework approach; experience with rural growth strategies including, local economic development, market-driven agricultural and private sector development initiatives.
- **Demonstrated Skills and Competencies:** Strong computer skills and analytical report wiring, Security awareness and attention to details, proven ability to mobilize and work with the community with minimum supervision under stressful working environment, flexible, able to plan and yet accommodate unexpected



tasks, excellent networking and liaison skills, coaching skills including training, delegation and presentation, flexible and able to adapt to the logistics constraints in Panyijiar, fluency in English, Ability to speak fluently in local (Nuer/Arabic) will be an added advantage.

KEY WORKING RELATIONSHIPS:

- **Position Reports to:** ERD Manager
- **Position directly supervises:** ERD Assistant
- **Other Internal and/or external contacts:** Supply chain, Finance, and HR

COMPLIANCE: Ensure that all activities respect the principle of confidentiality and that all incidents reported to IRC are handled with due regards to protection principles. Ensure adherence to IRC-South Sudan specific finance, logistics, IT, security, communications and human resources/administration policies and procedures. Incorporate and comply with new procedures and guidelines designated in circulars from Country Director. Ensure any violations of the IRC Sexual Abuse and Exploitation Code of Conduct are reported to the Country Director, or through the anonymous reporting mechanism. The reporting of violations is an obligation on the part of all staff members. Assist where necessary in undertaking activities that aim to prevent the occurrence of sexual abuse and exploitation of beneficiaries by IRC and other humanitarian workers. Ensure compliance of IRC's Child Safeguarding policy in all IRC activities and report any violations observed or reported through the necessary channels immediately.

CONFIDENTIALITY: Ensuring the non-disclosure of any information whatsoever relating to the practices and business of IRC acquired in the course of duty, to any other person or organization without authority, except in the normal execution of duty

PROFESSIONAL STANDARDS: The IRC and IRC workers must adhere to the values and principles outlined in IRC Way - Standards for Professional Conduct. These are Integrity, Service, and Accountability. In accordance with these values, the IRC operates and enforces policies on Beneficiary Protection from Exploitation and Abuse, Child Safeguarding, Anti-Workplace Harassment, Fiscal Integrity, and Anti-Retaliation, Combating Trafficking in Persons, and several others.

GENDER EQUITY: IRC is committed to narrowing the gender gap and leadership positions. We offer benefits that provide an enabling environment for women to participate in our workforce including parental leave, gender sensitive security protocols and other supportive benefits and allowance.

EQUAL OPPORTUNITY EMPLOYER: IRC is an Equal Opportunity Employer. IRC considers all applicants based on merit without regard to race, sex, color, national origin, religion, sexual orientation, age, marital status, veteran status, disability, or any other characteristic protected by applicable law.

SAFEGUARDING POLICY: The IRC has a zero-tolerance policy for safeguarding violations by staff, incentive workers, visitors, sub-grantees, suppliers/sub-contractors, and implementing partners. Safeguarding at the IRC is an integral to the organizational values and ethics, and staff and associates are expected to take all reasonable steps to prevent the sexual exploitation, abuse, and harassment of any person linked to the program by both its employees and any downstream partner. The successful candidate will be subject to a thorough background check and satisfactory references.

The position is strictly for **SOUTH SUDANESE NATIONAL WITH ALL REQUIRED NATIONAL DOCUMENTS.**

How to Apply: Interested applicants should submit a **CV with 3 references** (Please indicate referee telephone number and email address) and a copy of academic and training certificate, a copy of **national ID** and **day time telephone contact** address it to the **Human resources Department, IRC South Sudan** and you can delivered your Application to **IRC Head office in Juba Goshen House, or**



field offices in Ganyiel, Nyal and Bentiu, or you can e-mail your applications to SS-HR@rescue.org
The Deadline for submission is **Wednesday 5th October 2022** before **5:00PM** local time.

NOTE: Only short-listed candidates will be contacted and attach photocopies only while original will be asked at the interview panel and all the photocopies will remain the property of IRC. Any candidate who may wish to do job solicitation to win favor whether directly or indirectly will automatically lead to disqualification of one's application once detected at any stage of the process.

PLEASE REMEMBER TO CLEARLY INDICATE THE POSITION YOU ARE APPLYING FOR ON THE ENVELOP (Hand Delivery)/SUBJECT Email)



Approved by
Director
MM
16/9/2022

