



Our Vision for every Child, Life in all its Fullness; Our Prayer for every heart, the will to make it so  
Building Brighter Futures for Vulnerable Children

**JOB OPPORTUNITY (RE-ADVERTISED) AT WORLD VISION INTERNATIONAL - SOUTH SUDAN**

World Vision is a Christian Relief, Development and Advocacy Organization dedicated to working with Children, Families and Communities to overcome poverty and injustice. World Vision serves all people, regardless of religion, race, ethnicity or gender. All employment in World Vision is condition upon successful completion of all applicable background checks, including criminal record checks where possible.

World Vision International - South Sudan is now seeking for a qualified and dynamic Individuals (Man or Woman) who are willing to share in our vision and promise to Children, to join us in the role below:

**Job title: Participatory IPACS Field Assessment Consultancy-1 position**

**Reporting to: Project Coordinator**

**Location: Baliet and Malakal, Upper Nile State, South Sudan**

**Availability: As soon as possible**

**Purpose of the position:**

The BMZ funded peacebuilding initiative aims to strengthen social cohesion and integrate conflict-sensitive approaches into programming in Upper Nile State. To inform interventions and ensure community ownership, a participatory Integrated Peace and Conflict Sensitivity (IPACS) Field Assessment will be conducted in Baliet and Malakal. This assessment will identify conflict drivers, peacebuilding opportunities, and community priorities while applying conflict-sensitive principles.

**ROLES AND RESPONSIBILITIES:**

**Purpose**

The assessment seeks to:

1. Understand community perceptions of peace, security, and social cohesion
2. Identify key conflict drivers and resilience factors
3. Map existing local peace structures and capacities
4. Provide actionable recommendations for project peace building interventions that are conflict-sensitive

**Objectives**

- Conduct participatory consultations with diverse stakeholders (community leaders, women, IDPs, returnees, host communities, NGO actors and government officials)
- Collect qualitative and quantitative data on peace and conflict dynamics
- Analyze findings to inform conflict-sensitive program design and implementation.



*Approved by Director of Labour office*



## Scope of Work

The consultant/team will:

- Develop assessment tools (questionnaires, FGD guides) aligned with IPACS principles
- Facilitate community consultations and focus group discussions
- Ensure gender-sensitive and inclusive participation
- Compile and analyze data
- Produce a comprehensive report with recommendations for conflict-sensitive programming

## Methodology

Participatory Approach:

- Engage local actors in data collection and validation
- Mixed Methods: Combine qualitative (FGDs, KIIs) and quantitative surveys
- Conflict Sensitivity: Apply do-no-harm principles and assess potential risks
- Peace Lens: Explore opportunities for social cohesion and conflict mitigation

## Deliverables

1. Inception Report: Methodology, tools, and work plan
2. Draft Assessment Report: Preliminary findings
3. Final Report: Including Executive Summary, Key Findings, Recommendations, Annexes (data tables, tools used)

## Duration

Estimated timeline: 4-6 weeks, including preparation, fieldwork, and reporting.

## Required Expertise

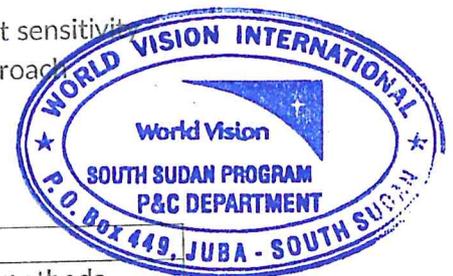
- Proven experience in peacebuilding and conflict-sensitive assessments
- Strong facilitation and participatory research skills
- Knowledge of South Sudan context particularly upper Nile State and local languages preferred

## Ethical Considerations

Obtain informed consent from participants; Ensure confidentiality and data protection; Apply do-no-harm principles throughout.

## Evaluation Criteria

- Technical Expertise (40%): Experience in peacebuilding and conflict sensitivity
- Methodology (20%): Quality and appropriateness of proposed approach
- Past Performance (20%): References and previous similar work
- Financial Proposal (20%): Cost-effectiveness



## Timeline

Week	Activity
Week 1	Conduct inception meeting, finalize methods
Week 2	Field data collection in Baliet and Malakal
Week 3	Data analysis and draft report preparation
Week 4	Validation workshop with stakeholders
Week 5	Finalize and submit report

Approved



**Application Submission Requirements:**

To be eligible for shortlisting the potential individual consultants are required to submit the following documents:

1. Application letter by explaining how you are fit against the consultancy requirement as indicated under section **Scope of Work, and Required Expertise**
2. **Updated CV** that proof the individual consultant has conducted similar IPACS assessment before
3. **Technical proposal (maximum 3-4 page)** that indicates your technical expertise as related to IPACS assessment and peace building; details of your proposed assessment methods; summary of previous/current similar work experience; and work plan
4. **Your consultancy fee** to conduct this consultancy work. For the detailed duration please refer to the **section-Time Line**

**HOW TO APPLY**

Interested candidates (*Both South Sudanese Nationals and Non Nationals*) who meet the above criteria should submit their application, cover letter and an updated CV with at least three referees with their telephone as per the instruction below:

Interested applicants should send their applications to: [recruitsdno@wvi.org](mailto:recruitsdno@wvi.org):

Advert Duration	31 <sup>st</sup> December 2025 to 21 <sup>st</sup> January 2026
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Please note that only shortlisted candidates shall be contacted and documents once submitted will not be returned to the candidates.

World Vision is a child-focused organization that is committed to safeguarding all children as well as adult project participants and has zero tolerance for incidents of violence or abuse against children or adults, including sexual exploitation or abuse, committed either by employees or others affiliated with our work. Therefore, World Vision does not hire staff whose background is not suitable for working with children or vulnerable adults, even if their role does not interact directly with them.

**Disclaimer:** World Vision in South Sudan is a reputable organization that values transparency and fairness in its recruitment process and does not solicit any money for any job application. We encourage all job seekers to be cautious of any job ads that require payment or personal information upfront. If you have any questions or concerns about our job ads or recruitment process, please do not hesitate to contact us directly.

