

EXTERNAL/INTERNAL VACANCY

Samaritan's Purse is a non-denominational evangelical Christian organization providing spiritual and physical aid to hurting people around the world. Since 1970, Samaritan's Purse has helped meet needs of people who are victims of war, poverty, natural disasters, disease, and famine with the purpose of sharing God's love through His Son, Jesus Christ. Samaritan's Purse International Relief is seeking to hire qualified persons to fill the following position:

Vacancy:	Protection and Accountability to Affected People (AAP) Manager
Reports to:	Senior Program Manager
Duty Station:	Juba
Posting Date:	October, 15th 2026
Deadline of Application:	November 3rd 2026



JOB PURPOSE

The Protection and AAP Manager will provide technical leadership to strengthen protection mainstreaming and Accountability to Affected People (AAP) across all programs and operations. The position will ensure that programming is safe, inclusive, dignified, participatory, conflict-sensitive, and responsive to the priorities, concerns, and feedback of affected communities.

The Protection and AAP Manager will collaborate closely with program, MEAL, safeguarding and field teams, including staff responsible for Community Feedback Mechanisms, to strengthen community engagement, feedback and complaints management, protection risk analysis, safe referrals, and organizational learning.

ESSENTIAL DUTIES AND RESPONSIBILITIES INCLUDE THE FOLLOWING. OTHER DUTIES MAY BE ASSIGNED.

Samaritan's Purse maintains zero tolerance for sexual exploitation, abuse and harassment, child abuse, and other forms of safeguarding misconduct by employees, volunteers, partners, suppliers, subcontractors, agents or any other person engaged in its work. Such conduct constitutes serious misconduct and may result in disciplinary action, including termination of employment or engagement and referral to the relevant authorities, in accordance with applicable law and Samaritan's Purse policies. All personnel are required to report safeguarding concerns promptly through designated reporting channels. Reports will be handled confidentially and in accordance with survivor-centered and child-sensitive principles.

1. Maintain a personal, active relationship with Jesus Christ and consistently serve as a witness for Jesus Christ.
2. Provide line management to the Safeguarding and Gender Officer, including work planning, performance management, coaching, technical oversight, and professional development.
3. Lead protection mainstreaming and AAP across Health, Nutrition, WASH, Food Assistance, FSL, Peacebuilding, and emergency response programs.
4. Conduct and support protection and AAP assessments to identify risks, barriers to access, community priorities and groups requiring additional support, and provide technical guidance on Do No Harm, protection principles, inclusion, safety, dignity, participation and conflict sensitivity.
5. Strengthen and oversee Community Feedback Mechanisms (CFMs), ensuring accessible, safe, confidential and context-appropriate channels, and establish procedures and timelines for acknowledging, referring, responding to and closing feedback and complaints, including analyzing trends and reporting recommended actions to management.
6. Ensure that safeguarding concerns and sensitive complaints are handled confidentially and promptly referred through the appropriate internal reporting and escalation channels in accordance with organizational safeguarding procedures.
7. Ensure communities, including women, children, persons with disabilities, older persons and other potentially marginalized groups, can safely access clear information about program eligibility, selection criteria, entitlements, expected staff conduct and available feedback and reporting channels, and can meaningfully participate and provide feedback.
8. Develop and strengthen protection and AAP tools, SOPs, referral pathways and community-engagement guidance, and support the safe identification and referral of individuals with protection concerns. The Manager will not provide specialized case management or investigate safeguarding complaints unless formally designated, authorized and appropriately trained.
9. Train, coach and mentor program and field staff on protection mainstreaming, AAP, community engagement and



- safe referrals, and ensure these considerations are incorporated throughout the project cycle, including assessments, proposals, budgets, program designs, monitoring frameworks and donor reports.
10. Monitor emerging protection risks and support program teams to adapt interventions accordingly.
 11. Represent the organization in relevant Protection, AAP, CFM, and other humanitarian coordination forums as appropriate.
 12. Follow policies and procedures of Samaritan's Purse as set forth in the Policy Manual.
 13. Attend daily morning devotions, participate in prayer support for the ministry, donors, and volunteers, and maintain a strong Christian witness to colleagues, vendors, charitable beneficiaries, and the general public.
 14. Other duties may be assigned that are not specifically identified within the content of the job description.

QUALIFICATIONS & SKILLS

- The holder of this position should have a University degree in Gender Studies, Social Work, International Development, Humanitarian Studies, Social Sciences, Law, or a related field. **A Master's degree is an advantage.** Relevant professional training in protection mainstreaming, Accountability to Affected People (AAP), safeguarding, PSEA, inclusion, safe referrals, the Core Humanitarian Standard, or related humanitarian standards is also an advantage.
- At least five years of progressively responsible humanitarian experience, including substantial experience in protection mainstreaming, AAP, community engagement, safeguarding, or related technical functions. Previous supervisory or management experience is required.
- Familiarity with key international standards for humanitarian work (e.g. CP Minimum Standards, Red Cross and Red Crescent Code of Conduct, Sphere, and the Core Humanitarian Standard on Quality and Accountability (CHS)).
- Experience working in conflict-affected and displacement contexts, including with refugees, internally displaced persons, returnees and host communities; experience in South Sudan is strongly preferred.
- Experience in training and community consultation is highly desired.
- Proven experience in supporting the design, implementation and evaluation of disability-inclusive and gender-transformative social and behavior change communication interventions.
- Ability and willingness to travel regularly to field locations.

COMPETENCIES and SKILLS REQUIRED

- Protection & AAP Technical Expertise
- Flexibility, adaptability, and patience
- Analytical and problem-solving skills
- Knowledge of gender equality and gender mainstreaming in humanitarian and emergency programs.
- Strong communication skills, with excellent written and spoken English
- The successful candidate should demonstrate a strong commitment to humanitarian principles, safeguarding, accountability to affected people, participation, inclusion, and respect for the dignity and rights of all people.

Samaritan's Purse has "Zero Tolerance approach" to Sexual exploitation and abuse and does not allow any partner supplier subcontractor, agent or any individual engaged by Samaritans Purse to engage in any form of sexual abuse or exploitation against Vulnerable or other adult's associating with its work.

Sexual exploitation and abuse by humanitarian workers constitute acts of gross misconduct and are therefore grounds for termination of employment.

How to apply:

Address your application to HR Department – Samaritan's Purse International, Juba and submit your hard copy Cover Letters, CVs & Academic documents to SP Country Office situated in Hai Cinema next to Landmark Hotel or our field site bases by **November 3rd 2026 before 5:00 PM.**

Only South Sudanese applicants will be considered for this position. **Female Candidates are strongly encouraged to apply.**

Applications can also be sent via email to: RecruitSouthSudan@samaritan.org. We do appreciate your interest in working with us. However, only short-listed candidates will be contacted.

Please note the applications received will be reviewed on a rolling basis and the position might be filled before the closing deadline

