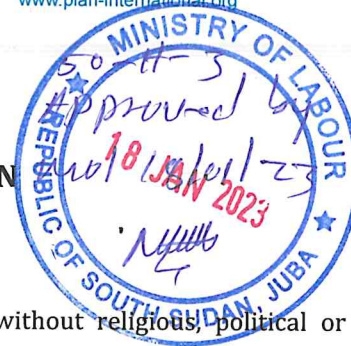




PLAN INTERNATIONAL SOUTH SUDAN

JOB ADVERTISEMENT



Plan International (PI), is an independent global child right organization – without religious, political or governmental affiliation that has been operating in South Sudan since 2006.

Plan recognizes that the geographical context and recent history have left the communities of South Sudan highly vulnerable to emergencies from political and inter-ethnic conflicts, influx of returnees, food insecurity, long dry spells and floods. Cognizant of the need Plan is implementing emergency and recovery response in six states of South Sudan, namely Central Equatorial, Eastern Equatorial, Western Equatorial, Lakes, Upper Nile and Jonglei. Program includes food assistance, agricultural rehabilitation, Food Security and Livelihood, Education in Emergencies and Child Protection in Emergencies. Plan International also works with both International and Local partners.

In order to enhance its response program, Plan South Sudan is seeking to recruit a qualified South Sudanese for the position of Roving Child Protection in Emergencies Manager–to be based in Juba”.

No. of Vacancies (1)

Job Title:	Roving Child Protection in Emergencies (CPiE) Manager
Tenure	9 Months (With Possibility of Extension)
Grade	D2
Department	Program
Reports to	Child Protection in Emergencies (CPiE) Specialist
Location	Juba

Purpose of the Role:

The purpose of this role is to manage and support Child Protection related integrated Projects funded by key donors such as UNICEF, ECHO, GFFO, UNOCHA among others in line with International best practices and relevant guidelines. The post holder is expected to have strong Child Protection, Gender Based Violence programming including delivery of multi sectoral project programming. He or she must have experience in roll out of CPiE interagency quality tools, packages and guideline (CM,PSS,MHPSS,CBM, capacity building, ISP and data protection etc.); experience in conducting capacity assessment and capacity building of frontline staff and volunteers including coaching and mentorship, strong coordination with other stakeholders, clusters, working groups and technical working groups; delivery and implementation of high quality programmes; experience in utilization of CPIMS+ system for case management, development of high quality donor reports, financial management and supporting proposal development including budgeting. The post holder will also work closely with CPiE specialist to roll out Plan International and interagency global packages and toolkit and represent Plan International in different forums including strategic CPiE meetings. It is also important for the post holder have strong knowledge and skills on M&E, MHPSS/CFS interventions; capacity to support CPiE assessments, understanding on community level approaches and CPiE integration into other sectors. Under the guidance of CPiE specialist, the post holder will support in implementation of CPiE Country Strategic Plans and other strategic CPiE activities in South Sudan. The role will also deputize the CPiE Specialist while on leave.

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Dimensions of the Role:

- Responsible for management and support of the Child Protection projects in the designated locations ensuring that proposed results are achieved on time, with quality, within budget and in compliance with donor regulations
- Support in supervision of project staff to ensure timely and quality implementation and monitoring of the project activities;
- Support in orientation and ongoing trainings, capacity building and coaching of child protection staff and volunteers on child protection, gender based violence, case management, CBCPMs, CFSs, supervision/coaching tools, monitoring and tracking tools and improve referral systems.
- Responsible for the supporting in development of CPIE narrative and financial reports (with support from Grants Accountant and finance department with technical review by CPiE Specialist) in line with donor and Plan's requirements
- Track and manage project expenditure including monthly budget forecasting and budget revisions in collaboration with other project staff and finance teams
- Support in resource mobilisation efforts for CPIE projects through proposal writing and related engagements under the guidance of the CPIE Specialist and Business Development
- Work closely with Monitoring and Evaluation team to ensure that Monitoring & Evaluation and indicator tracking plans for the project in all target locations are in place and, developing additional Monitoring & Evaluation tools as necessary to monitor project progress.
- In collaboration with M&E Coordinator/Manager, Communications Manager and CPiE Specialist, develop project briefs, lessons learnt and best practice documents that could feed into new projects ideas and support innovative project designs
- In collaboration with M&E and project officers, support on CPIE related assessments and other project documentations, that could possible feed into project development.
- Support in ensuring that child protection interventions are informed by and integrated with other core sectors of Education, Nutrition, Health, SRHR, SOYEE, Food security and livelihoods etc.
- Ensure the representation of Plan international in coordination meetings at state and national levels in collaboration with the CPIE specialist
- Promotes and abides by Plan policies and procedures including but not limited to: Gender equality mainstreaming, feminist principles, Safeguarding Policy; Code of Conduct and the related mandatory reporting responsibilities. Ensure that safeguarding children and young people policy, code of conduct, standards are understood and met
- Any other tasks required including deputizing the CPIE Specialist while on leave.

Safeguarding Commitments:

- Commit and contribute to an environment where children and adult program participants feel respected, supported, safe and protected;
- Never act or behave in a manner that results in violence including SHEA against a child, young person or adult or places them at risk of such violence;
- Be aware of and adhere to the provisions of the Safeguarding Policy, PSHEA Policy and COC of Plan International;
- Report and respond to safeguarding and SHEA concerns and breaches in line with the applicable procedures of Plan International;
- Maintain confidentiality of safeguarding and PSHEA concerns reported;
- Never participate in or support child marriages.

Dealing with Problems/Risks

Complexity of problems handled & the degree of investigation, analysis, & creative thinking required to solve them

- Ability to manage competing priorities and expectations from internal and external stakeholders and remain calm and resilient in the face of pressure.
- Manage multiple and work with distant colleagues to form a virtual efficient team;

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- Use Plan procedures to settle conflicts among colleagues;
- Resolve problems that are not covered by established process.
- Analyse possible causes of problems and suggest solutions to get them resolved.
- Refer, whenever necessary, the case to the Program or Operation Directors or the Child Protection in Emergencies Specialist for consideration.

Communications and Working Relationships:

Internal:

- Director for Program Development and Advocacy
- Director for Program Operations
- CPiE Specialist
- Project Staff in different locations
- Logistics/Procurement/Finance/HR staff/Business Development etc.
- Thematic leads
- Visiting National Offices and Donors staff
- Other Plan staff

External:

- International/national and state institutions, agencies, clusters and donors
- Children, adolescents, young people and their families including community leaders
- Parents and other members of the communities
- Other partners, Government representatives and stakeholders
- Cluster representatives and technical working group members

Knowledge, Skills, and Experience Required to Achieve Role's Objectives:

Knowledge

Successful candidates will possess;

- Degree, in Social Science, Social Work, human rights, law, psychology or related field
- Minimum of 5-6 years' experience in child protection and GBV programming in humanitarian or development contexts
- Solid knowledge base and practical experience in community based child protection approaches, case management, psychosocial support, gender based violence and child participation methodologies.
- Experience of managing the programme cycle, including assessments, proposal and report writing, Monitoring and evaluation.
- Desirable experience with UN funded projects (UNICEF, UNFPA, UNOCHA, UNHCR among other in country donors) regulations
- Proven experience of budget management and ability to develop project catch up plans and expenditure
- Demonstrated strong management, coordination, teamwork and planning skills with proven ability to function effectively with multiple counterparts in private, public and NGO sectors.
- General knowledge and understanding of Humanitarian Principles and core standards e.g. CPiE Minimum standards, Gender Based Violence in Emergencies, Guidelines, Core Humanitarian Standards, INSPIRE, SPHERE and other relevant international standard for humanitarian response
- Experience in building relationships, fostering interagency coordination and experience of representing an organization to external parties.

Skills

- Strong project management and planning skills
- Ability to work effectively with diverse international and national teams.



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- Ability to work in a complex environment with multiple tasks, short deadlines and intense pressure to perform.
- Excellent written and verbal communication skills in English.
- Strong coordination and leadership skills.
- Good interpersonal and communication skills
- Ability to work individually and within a team with limited supervision. A self-starter and team player.
- Good analytical, problem solving and innovative
- Able to communicate clearly and strategically with internal and external stakeholders as a representative of Plan. This includes effective negotiation and representation skills.
- Strong capacity building/training/coaching/mentoring skills with communities and internal and external staff

PLAN INTERNATIONAL'S VALUES IN PRACTICE

We are open and accountable

- Promotes a culture of openness and transparency, including with sponsors and donors.
- Holds self and others accountable to achieve the highest standards of integrity.
- Consistent and fair in the treatment of people.
- Open about mistakes and keen to learn from them.
- Accountable for ensuring we are a safe organization for all children, girls & young people

We strive for lasting impact

- Articulates a clear purpose for staff and sets high expectations.
- Creates a climate of continuous improvement, open to challenge and new ideas.
- Focuses resources to drive change and maximize long-term impact, responsive to changed priorities or crises.
- Evidence-based and evaluates effectiveness.

We work well together

- Seeks constructive outcomes, listens to others, willing to compromise when appropriate.
- Builds constructive relationships across Plan International to support our shared goals.
- Develops trusting and 'win-win' relationships with funders, partners and communities.
- Engages and works well with others outside the organization to build a better world for girls and all children.

We are inclusive and empowering

- We empower our staff to give their best and develop their potential
- We respect all people, appreciate differences and challenge equality in our programs and our workplace
- We support children, girls and young people to increase their confidence and to change their own lives

Physical Environment

- Standard office environment with some exposure to heat, cold, dirt, noise and rainy weather conditions; dim or crowded surroundings, especially when in the field
- The post holder will be required to travel to the field very frequent

Level of Contact with Children:

- High level of Contact with Children:

Inclusion and Diversity.

Plan International is an equal opportunity employer within the meaning of the relevant UN convention, Equality, diversity and inclusion is at the very heart of everything that Plan International stands for. Qualified Women and people with special needs are strongly encouraged to apply.

Employment of Relatives:

Plan International South Sudan is an equal opportunity employer. however, it discourages employment of relatives of staff members because of the conflict of interest associated with it. While trying to avoid such cases,

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applicants are required to declare in writing if they have any relatives working with Plan International South Sudan.

Application Submission Details:

All applications marked on the right hand corner of the envelope “**Application for the Position of “ROVING CHILD PROTECTION IN EMERGENCIES MANAGER -JUBA”** should be addressed to:

**The HR & OD Business Partner
Plan International South Sudan
Juba, Hai Jerusalem.**

Applications should be submitted either in hard copies to Plan International Office in Juba
OR You can send your application via email to hr.ss@plan-international.org

The closing date for receipt of applications is before close of business on Tuesday, 7th February 2023.

Note: Applications submitted are non-returnable.

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