



Plan International
South Sudan
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PLAN INTERNATIONAL SOUTH SUDAN JOB ADVERTISEMENT

Plan is an International Child Centered Community Development organization – without religious, political or governmental affiliation – that works with children and their communities in 50 of the world’s poorest countries to make lasting improvements in their lives. Plan’s work worldwide benefits around six million children in Africa, Asia and Latin America. Program implementation takes place in 50 Country Offices and 4 Regional Offices, working with more than 90,000 mostly rural communities.

Working in 50 developing countries across Africa, Asia and the Americas, Plan has ‘One Goal, whose aim is to reach as many children as possible, particularly those who are excluded or marginalized, with high quality programs that deliver long-lasting benefits by increasing its income, working in partnership with others and operating effectively.

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.

Plan International South Sudan is seeking to recruit a qualified South Sudanese for the following position of **“Child Protection in Emergencies Coordinator– Based in Pibor”**.

No. of Vacancies (1)

Job Title:	Child Protection in Emergencies Coordinator
Grade:	D1
Tenure	12 Months
Department	Programs
Reports to	Child Protection in Emergencies Manager
Location	Pibor

I. Purpose of the Role

The Child Protection in Emergencies Coordinator will provide overall technical guidance and support to the Child Protection in Emergencies work being implemented in Greater Pibor. He/She is responsible for ensuring that quality programs are implemented and capacities developed to provide protection to children.

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Pibor office

II. Key End Results and typical Responsibilities:

- Provide technical support to CPIE teams in the field, with a big focus on the job mentoring and coaching to the field teams and technical supervision.
- Capacity building of Plan staff and volunteers CPIE technical areas such as CPMS, Case Management, PSS, CFS, CBCPMs
- Development of training packages and delivery of trainings, development and monitoring of individual capacity building plans,
- Development and ensuring use of standardized CPIE tools and resources
- Close collaboration with, representation and support CP Sub-Cluster, GBV sub-cluster, Protection Cluster and other relevant coordination groups.
- Ensure Plan International South Sudan visibility at the field level
- Ensure monthly reporting to the CP Sub-Cluster
- Ensure timely and quality submission of all CPIE donor reports in close collaboration with the Project Managers and Business Development Department
- Ensure that safeguarding children and young people policy, code of conduct, standards are understood, observed and incidences reported by the CPIE Country teams.

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

- Facilitating cordial relationships with and among various stakeholders from a variety of backgrounds.
- Handling conflicting priorities and ad-hoc requests from various stakeholders in the best interest of the organization.
- Given the wide scope of responsibility and limited resources, it is essential that the post holder is able to effectively manage a variety of tasks and clearly identify priorities.
- Creativity in developing strong partnerships and in making use of internal and external resources.
- An ability to manage staff working under pressure and build excellent working relationships

Communications and Working Relationships:

Internal:

- Programs Director, Roving CPIE Manager, CPIE Specialist, Project Managers and thematic managers
- CPIE field teams, PIAM, Visiting National Offices and Donors staff, Other Plan staff

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External:

- International/national and state institutions, agencies, clusters and donors
- Children and their families
- Parents and other members of the communities
- Other partners

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

Knowledge

Successful candidates will possess;

- A Bachelor's Degree in Community Development, Social Sciences, Human Rights, Law, Psychology or related field. A Masters in the relevant field is an advantage
- A minimum of 4-5 years' experience in child protection work with a humanitarian organisation.
- Experience in community development programming.
- Experience in proposal development and report writing.
- Experience in carrying out assessments, situation analysis, and produce work plans
- Awareness of child protection issues in South Sudan.
- Fluent in English (both oral and written). Working knowledge of local Arabic and/or other local languages will be an added advantage.

Skills

- Representation and leadership skills.
- Excellent analytical, negotiation, conceptual and strategic thinking skills.
- Excellent writing skills, for both research and communication purposes.
- Good interpersonal skills

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

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- 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:

- Low level of Contact with Children:

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, 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 "CHILD PROTECTION IN EMERGENCIES COORDINATOR-PIBOR" should be addressed to:

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

Applications should be submitted in hard copies to Plan International Office in Pibor.

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 **Thursday, 28th July 2022.**

Note: Applications submitted are non-returnable.

Plan is an equal opportunity employer within the meaning of the relevant UN convention. Qualified Women are strongly encouraged to apply.



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