



Munuki SDA
Compound
P.O Box 247
Juba, South Sudan

JOB ADVERT

- Job Title:** Gender Equity and Social Inclusion Officer
- Qualification:** Diploma level or bachelor's degree in social work or in a related field.
- Experience:** 3-5 years' experience in Social /Women Empowerment /Development
- Job Location:** Maiwut
- Supervises:** Project manager
- Closing date:** 6th July, 2023 at 5:00pm South Sudan time

Introduction: The Adventist Development and Relief Agency (ADRA) is a global humanitarian organization of the Seventh Day Adventist Church whose Purpose is "To serve humanity so all may live as God intended". ADRA South Sudan has been actively serving the communities of South Sudan for over 35 years. ADRA South Sudan's thematic areas are health, education, food security and livelihood and emergency response.

ADRA's Motto: *Justice. Compassion. Love*

ADRA's Values: *Courageous. Compassionate. Connected*

JOB SUMMARY:

Gender Equity and Social Inclusion (GESI) officer is a position reserved for female gender with skills on protection and women empowerment that will be hired to implement the activities of gender, equity and social inclusion in the project areas. She will be based in Maiwut with frequent travels to Nasir and/or other parts of the state to offer support on short assignment when applicable. She will work closely with the CBOs to build their capacity in gender equity and inclusion through training and mentoring and will ensure that all the project activities are gender responsive and transformative. She will promote survivor centered approach and ensure community engagement to improve participation and accountability. She will also work with the staff at the CFS and WGFS in Maiwut to ensure the activities are inclusive of appropriate ages gender and diversity. She will be responsible of populating 5Ws into the GBVIMS and lead in conducting safety audits in Maiwut.

DUTIES & RESPONSIBILITIES:

Implementation

ADRA South Sudan



- Provide guidance, oversight and support to the GBV and CP staff in Maiwut to improve the provision of quality case management and psychosocial support services to meet the needs of women and girls
- Support ADRA staff in conducting frequent safe and relevant assessments to inform GBV programming
- Develop work plans for the GBV activities as per the GBV component of the project using the integration approach
- Lead stakeholders in strengthening referral systems for timely response to GBV survivors
- Develop appropriate-specific Gender Equity and Social Inclusion information materials and activities for different groups and stakeholders i.e. NGOs partner, Community Leaders, Women's Group, community in general with consideration of minority group existing in the settlement
- Develop age and gender appropriate messages using community engagement approached and test before dissemination.
- Lead GBV assessments to identify patterns and risks of GBV in the community and assess gaps to inform response.
- Map existing community structures and networks and train peer educators and Boma health initiative workers on Gender Equity and Social Inclusion concept
- Train the project target groups eg the of young people in schools and community and GBV duty bearers e.g Police, chiefs, local authorities, leaders of FBO, women and youth leaders, teachers on Gender Equity and Social Inclusion
- Lead in all outreach activities with identified target groups while ensuring gender equity and social inclusion
- Train Engaging Men in Accountable Practices (EMAP) groups on plan for activities benefiting girls, removing barriers to education, health and other basic services for girls
- Oversee the activities at the CFS and WGFS in Maiwut to ensure they are adaptive and sensitive to gender and social inclusion for the targeted beneficiaries
- Development of daily and weekly outreach plan based on GBV and social discriminative incident trends by age gender and diversity.
- Conducting house to house visits, group discussion sessions or information dissemination session in the community to promote available Gender equality and social inclusion services for women, girls and children, discuss immediate health-related consequences associated to gender based and child abuse to prevent stigmatization and re-traumatization of survivors.
- Mobilize community members to create a protective environment for women, girls, children and marginalized groups to promote their safety and dignity.
- Provide direct support and care for child and adult survivors of GBV, and age-appropriate and specialized support and care for adolescent girl child survivors, including counseling and basic case management
- **Enhance a survivor's ability to receive confidential, safe, and timely services that meets their needs. Case management services will include:**
 - Assessment of needs
 - Developing an action plan
 - Implementing the plan
 - Accompany survivor if requested to access medical/legal services
 - Case closure (if and when appropriate)
- Facilitate empowerment activities with women, girls, children and at risk groups and link them to livelihood activities under the project and those implemented by other partners including VSLA.



- Build support networks among women/girls and other vulnerable and minority groups including children elderly and persons living with disability to promote social integration of survivors and other vulnerable groups.
- Ensure proper documentation of reported GBV, CP and social inclusion related incidences through utilization of case intake, action, follow up and other case management forms as appropriate.
- Adhere to safeguarding and protection guiding principles of respect, confidentiality, and safety/security and non- discrimination while providing services to different groups in the community.
- Conduct direct follow up of GBV survivors through home visits and regular follow up visits based on survivors' wishes and consent.

Mentorship

- Contribute to a well-informed ADRA staff in Maiwut County on matters related to gender equality and social inclusion
- Provide mentoring and debriefing to GBV and CP outreach and center- based staff
- Work closely with the CBOs to build their capacity in gender equity and inclusion through trainings and mentorship sessions.

Coordination

- Build and maintain relationships with partners, government institutions, to strengthen effective GBV and CP referral systems that ensure survivors access services in a timely and confidential manner
- Assess gaps in GBV and CP prevention services in Maiwut and advocate for mitigation through different stakeholders.
- Coordinate and lead advocacy efforts with other actors and sectors particularly Protection, WASH, Food and Nutrition, Shelter, Livelihoods, Health; and ensure specific measures are put in place to mitigate risks of GBV among women and girls by these sectors
- Represent ADRA in community meetings as required.
- Maintain positive relationship with Community leaders, Local community structures in all levels.
- Participate or lead of GBV and CP sub-cluster meetings in Maiwut county

Monitoring & Reporting

- Prepare and submit Weekly and monthly reports on the accomplishment of work as requested and incorporate community feedback while entering data into the IMS.
- Uphold the principle of confidentiality for information obtained from GBV survivors and other beneficiaries during interactions with them
- Complete any other duties as required by supervisor/management.
- Monitoring progress and providing troubleshooting support to peer mentors and tracking the number of beneficiaries of mentoring programme.

JOB REQUIREMENTS

1. Clear understanding of gender inequality, and issues surrounding violence against women and girls.
2. Ability to maintain confidentiality and respect for clients at all times is essential.
3. Ability to lead, train, supervises, facilitate and motivate other GBV and CP staff in their respective tasks in a professional, respectful and supportive manner.



4. Positive and professional attitude, able to organize, maintain composure and prioritize work under pressure, work overtime when necessary and be able to coordinate multiple tasks and maintain attention to detail.
5. Ability to work as a member of a team is essential.
6. Ability to communicate in English, classic Arabic and one other local language spoken in Maiwut is an added advantage.
7. Ability to write clear and concise program reports in English

PERFORMANCE INDICATORS:

1. Meet at least 75% of project work plan indicators.
2. Complete at least 75% of planned field activities.
3. Ensure timely submission of all sites reports.
4. Time management

INSTRUCTIONS FOR APPLICATIONS:

All application should be emailed to jobs@adrasouthsudan.org. For those in the Maiwut and Nassir please send hard copy applications to our field offices in those two locations. Qualified female South Sudanese nationals are highly encouraged to apply. Due to the urgency for the position, we will be reviewing the applications as they come in.

Note:

1. A CV of 4 pages or less coupled with a one-page cover letter is will be required. Telephone contact details will be required.
2. Relevant **copies (NOT ORIGINALS)** of certificates and testimonials
3. Only Shortlisted candidates will be invited for interviews.
4. Due to the urgent need for this position to be occupied, we shall be reviewing applications coming in from time to time, and interviews will be conducted once we have received suitable candidates before the deadline of the advert.

SAFEGUARDING:

ADRA South Sudan has a zero tolerance to Sexual Exploitation and Abuse of beneficiaries. Protection from Sexual Exploitation and Abuse (PSEA) is everyone's responsibility, and all staff are required to adhere to the Code of Conduct, that enshrines principles of PSEA, always (both during work hours and outside work hours). Familiarization with, and adherence to, Code of Conduct is an essential requirement of all staff, in addition to related mandatory training. All staff must ensure that they understand and act in accordance with this clause.

