



**Save the Children**



12 August 2025

### Job Advertisement

Save the Children is an international non-governmental organization that works for a future of children, their families and communities realize social equity and dignity; have access to their basic physical, emotional and development needs.

Save the Children has zero-tolerance policy on conduct that is incompatible with the aims and objectives of the organization, including sexual exploitation and abuse, sexual harassment, abuse of authority and discrimination. All selected candidates will be expected to adhere to Save the Children's policies and procedures and the standards of conduct expected and will therefore undergo through Legal vetting, reference/background checks

SCI is seeking to recruit: -

**Job Title: Gender and Inclusion Coordinator**

**Location: Juba with 50% travel to the Field locations**

**Reports to: Education Technical Advisor.**

**Contract Period: 1 Year**

#### CHILD SAFEGUARDING:

**Level 3:** the role holder will have contact with children and/or young people either frequently (e.g., once a week or more) or intensively (e.g., four days in one month or more or overnight) because they work in country programs; or are visiting country programs; ore because they are responsible for implementing the police checking/vetting process staff.

#### KEY AREAS OF ACCOUNTABILITY:

##### Monitoring, Evaluation, Accountability & Learning:

- Collaborate with the MEAL team to develop and use GESI-sensitive indicators.
  - Ensure data is disaggregated by gender, age, and disability to accurately measure the program's impact and document best practices and lessons learned for future programming.
  - Support the recruitment of MEAL staff, including review of job descriptions.
- Program Integration and Implementation:
- Ensure GESI considerations are integrated into all program components. This could include working with educational planners to incorporate climate resilience into school curricula,



ensuring school infrastructure is accessible to children with disabilities, and facilitating inclusive community-led platforms for disaster risk reduction.

**Capacity Building:**

- Design, develop, and deliver training on GESI and climate resilience for Partners, project staff, teachers, school administrators, and community members. This includes creating modules on gender-responsive teaching methods, disability inclusion, and preventing gender-based violence (GBV) in the context of climate-related crises.
- Support documentation of the program by sharing learnings at the field level through internal platforms.
- Support thematic technical teams in the proactive collection, analysis, storage and utilisation of external evidence and research, including trends and reports, to inform program development and strategic direction of the field offices.

**Representation & Organisational Advocacy:**

- Advocate for gender-responsive and inclusive policies at local, regional, and national levels.
- Engage with key government bodies, civil society organisations, and other stakeholders to influence policy and promote the full participation of women and girls in climate-resilience initiatives.
- Ensure that Save the Children's work is coordinated with efforts of other agencies and the Government, and support Interagency Coordination forums, advocating for the specific needs of children. This may involve taking the lead in coordinating working groups. Participate in interagency coordinated joint GESI activities.
- In collaboration with the Save the Children program team and advocacy colleagues, feed in learning, experiences and evidence to relevant advocacy objectives and lead on response-specific learning activities.
- Participate and feed into Save the Children regional and global working groups when needed.

**External Reporting and Representation**

- Ensure that high-quality analysed reports to illustrate SC's impact and assessment findings are produced, including evidence of good practice and replicable programmes, and that they are communicated at appropriate events.
- Support Interagency forums at the local level, advocating for the specific needs of children and to enhance inter-agency best practices, sharing and learning. This may involve participating in interagency coordinated joint GESI activities as relevant.
- Ensures external accountability to donors through the implementation of timely and quality GESI activities leading to timely and accurate reporting.

**General:**

- Comply with Save the Children policies and practices concerning child protection, code of conduct, health and safety, equal opportunities and other relevant policies and procedures.
- Any other duties emerge as CO and FO priorities

**QUALIFICATIONS**

A university degree in a relevant field such as Gender Studies, Development Studies, Social Sciences, Education, or a related discipline

At least 2-5 years' experience

**EXPERIENCE AND SKILLS**



**Essential:**

- Significant experience in designing, managing, and implementing programs that promote gender equality and social inclusion.
- Proven experience in GESI analysis, action planning, and mainstreaming.
- Demonstrated experience in training and capacity building, particularly for diverse groups.
- Previous experience in the education or humanitarian/development sector, with an understanding of climate change issues, is essential.
- Strong analytical and problem-solving skills to address complex social issues.
- Excellent training, facilitation, and communication skills.
- The ability to work independently and collaboratively in a fast-paced, multi-cultural environment.
- Knowledge of national and international frameworks related to gender, disability, and climate change.
- Strong advocacy and networking skills

**Desirable:**

- Experience or knowledge of working and living in South Sudan.
  - Specific experience in designing and managing environmental or climate change projects.
- Experience in managing MEAL in remote and hard-to-access settings.

**Application Information:**

Click the provided link to apply ([SCI Career Site Careers \(oraclecloud.com\)](https://oraclecloud.com))

Please attach the following documents

1. Application letter/Cover letter and CV
2. Copy of Nationality ID must be a South Sudanese
3. Education Qualifications/ Transcript and Certificate.

We need to keep children safe so our selection process, which includes rigorous background checks, reflects our commitment to the protection of children from abuse.

All employees are expected to carry out their duties in accordance with our global anti-harassment policy.

In case you face difficulty in accessing the link, please come to Save the Children head office Juba Hai Malakal or SCI Field Offices for technical support or submit hard copy.

Deadline for submitting applications: ~~1<sup>st</sup>~~ <sup>9<sup>th</sup></sup> September 2025.

Cc: [MoJobadvert@gmail.com](mailto:MoJobadvert@gmail.com); (National Ministry of Labour email

