



Plan International South Sudan
www.plan-international.org
Hai Cinema
P.O. Box 182
Juba



PLAN INTERNATIONAL SOUTH SUDAN JOB ADVERTISEMENT

Plan International is an independent development and humanitarian organization that advances children's rights and equality for girls. We drive changes in practice and policy at local, national and global levels using our reach, experience and knowledge. For over 80 years we have been building powerful partnerships for children and girls, and we are active in over 80 countries. Plan International has been working in South Sudan since 2009 and in close collaboration with the key stakeholders at all levels to bring positive and sustainable changes in the lives of children and girls of South Sudan.

In order to enhance its response program, Plan South Sudan is seeking to recruit a qualified South Sudanese for the position of **"WASH & Social Behavioral Change Project Coordinator – Juba"**.

No. of Vacancies (1).

Job Title:	WASH & Social Behavioral Change Project Coordinator
Tenure	Five (5) Months
Department	Programs
Reports to	Head of Programme Implementation
Location	Country Office, Juba



Role Purpose

The role of the WASH and SBC Coordinator role is to provide overall technical and operational leadership for the implementation of UNICEF-supported WASH and SBC project in Torit and Juba, ensuring the effective planning, coordination, delivery, monitoring, and reporting of water, sanitation, hygiene and SBC interventions. The role is responsible for ensuring that project activities meet UNICEF requirements, Sphere Standards, and national policies, while strengthening coordination with government authorities, humanitarian partners, and communities to improve access to safe water, sanitation services, hygiene practices, emergency preparedness, and the sustainability of WASH and SBC interventions.

Key End Results and typical Responsibilities:

- Conduct WASH needs assessments, Social and Behaviour Change (SBC) assessments, and infrastructure mapping to inform evidence-based planning, implementation, and monitoring of UNICEF and KfW-supported programmes.
- Coordinate and supervise the construction, rehabilitation, operation, and maintenance of climate-resilient water supply systems, sanitation facilities, and institutional WASH services in schools, health facilities, and communities.

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- Lead the planning and implementation of Social and Behaviour Change (SBC) interventions that promote sustained adoption of key hygiene behaviours, including handwashing with soap, safe water handling and treatment, sanitation and latrine use, menstrual hygiene management (MHM), and environmental sanitation.
- Supervise Hygiene Promoters and Community Mobilizers in delivering participatory community engagement, interpersonal communication, household visits, community dialogues, and hygiene promotion campaigns using UNICEF SBC approaches.
- Strengthen community-based WASH governance by supporting Water Management Committees (WMCs), School WASH Clubs, Community Health Workers (CHWs), local leaders, and community structures to improve ownership, operation, and sustainability of WASH services.
- Plan WASH Non-Food Item (NFI) distributions, ensuring transparent beneficiary targeting, accountability to affected populations (AAP), post-distribution monitoring, and effective utilization.
- Support the implementation of Community-Led Total Sanitation (CLTS), Open Defecation Free (ODF) verification processes, and community action plans to improve sanitation and hygiene outcomes.
- Integrate cross-cutting themes including Gender Equality, Disability Inclusion, Child Protection, Protection from Sexual Exploitation and Abuse (PSEA), Accountability to Affected Populations (AAP), and climate resilience into all WASH and SBC interventions.
- Coordinate emergency WASH preparedness and response activities, including rapid assessments, disease outbreak response (cholera and AWD), flood preparedness, risk communication, and hygiene promotion during emergencies.
- Establish and maintain effective coordination with UNICEF, KfW, government counterparts, WASH Cluster partners, local authorities, and community stakeholders to ensure harmonized implementation and knowledge sharing.
- Monitor programme performance through routine field supervision, water quality monitoring, infrastructure inspections, beneficiary feedback mechanisms, and analysis of WASH and SBC indicators to improve programme quality.
- Prepare high-quality technical reports, progress updates, donor reports, case studies, success stories, and lessons learned in compliance with UNICEF, KfW, and organizational reporting requirements.
- Ensure all WASH infrastructure and SBC interventions comply with UNICEF technical standards, Sphere Standards, national WASH guidelines, environmental and social safeguards, and quality

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assurance requirements while contributing to sustainable behaviour change and improved public health outcomes.

Safeguarding Children and Young People (Safeguarding), Gender Equality, and Inclusion (GEI) Commitment (5%)

- 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.
- Patience in dealing with difficult children
- 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.
- Ensuring active and full participation all stakeholders.

Leadership and Business Management Competencies

Leadership Competencies

- Align work priorities and resource deployment in own area with Plan International's wider goals and longer-term direction.
- Lead through influence rather than position, and role model PI values, accelerating gender equality inside and outside Plan International and addressing resistance. Self-aware and keen to learn, seeking feedback and creates a safe environment for others to challenge self or raise concerns.
- Achieve desired outcomes and finds innovative solutions by using the expertise and creativity of others and adopting a coaching approach with the people they manage or advice.
- Delegate tasks and decisions, trusting and stretching others but ensuring they have the resources and support they need.
- Create space for reflection and uses external evidence and internal evaluation to identify what and how we need to improve and then to support others through change.
- Build positive relationships outside their own work area, being willing to compromise own preferences to achieve our broader purpose and longer-term impact

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Business Management Competencies

- Understand relevant sectorial context including how the sector operates in terms of partners and governance and awareness of Plan's purpose, values, and global strategy
- Manage legal and reputational risk including risk assessment, communication, risk management and reporting in full compliance with risk-related standards, including in areas such as Child and Youth Safeguarding and Protection, Gender equality and inclusion, Counter Fraud, Safety and Security
- Manage people and information including skills in assessment and coaching, evidence-based management, communication skills, both speaking and writing, and digital working, including personal digital skills

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

Knowledge

- A Bachelor's Degree in Civil Engineering, environmental Engineering/ Science, construction management, Public Health, Natural resources Management or any relevant field.
- Experience Implementing WASH Programmes preferably with UNICEF FUNDED programs.
- Overall interest and enthusiasm for children's issues
- Ability to work as part of a team
- Have a good attitude and experience working with children and in demanding contexts.

Skills

- Coordination and leadership skills.
- Basics analytical, conceptual and strategic thinking skills.
- Basics writing skills, for both research and communication purposes.
- Innovative and field oriented
- Good interpersonal skills

COMMUNICATIONS AND WORKING RELATIONSHIPS:

Internal;

- Technical Advisor – WASH, Health & Nutrition
- Project Manager
- HR, Logistics & Finance Colleagues
- Visiting National Offices and Donors staff
- Other Plan staff

External:

- UNICEF Teams
- Government Officials & other NGO Partners
- Children and their families
- Parents and other members of the communities
- Other partners



PLAN INTERNATIONAL'S VALUES IN PRACTICE

We are open and accountable

- Promotes a culture of openness and transparency, including with sponsors and donors.

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- 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:

- 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 “**Application for the Position of WASH & Social Behavioral Change Project Coordinator – Juba**” should be addressed to:

**The Director of People and Culture
Plan International South Sudan
Juba, Hai Jerusalem.**



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Hard copies of Applications should be submitted to Plan International office in Juba or sent via email hr.ss@plan-international.org

Deadline for the receipt of applications shall be Monday, 24th August 2026. At 5:00PM

All applicants interested in this position are required to **update their Curriculum Vitae (CV)** to include the **most recent employer and referees' official email addresses**.

Due to the urgent need to fill this role, applications received will be reviewed on a **rolling basis**, and a shortlist may be drawn **before the stated deadline**.

Note: Applications submitted are non-returnable.

Plan 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.



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