

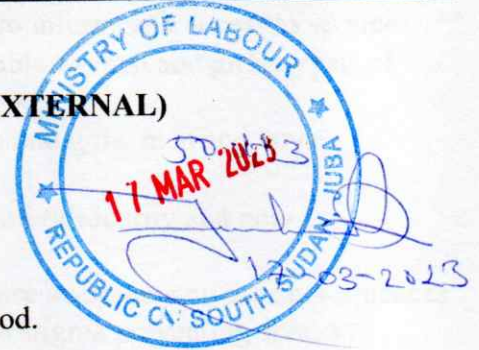


AFRICA INITIATIVE FOR RURAL DEVELOPMENT (AIRD)

Nurtured Children. Empowered Youth. Viable Communities

VACANCY ANNOUNCEMENT (INTERNAL/EXTERNAL)

Post Title: GBV Community Worker
Number of Vacancies: Nine (9)
Duty Station: (3) Bor, (3) Pibor, (3) Fangak
Contract lengths: 12 months with three Month Probation Period.
Reports to: GBV Protection Officer



Organizational Background

Africa Initiative for Rural Development (AIRD) is a national non-governmental organization and not for profit making organization established in 2019, represented by Relief and Rehabilitation Commission (RRC). AIRD mandate in South Sudan aimed at saving lives of children, women and families from effects of conflicts and disasters by empowering communities, advocating for the rights of children and their caregivers, including women and persons with special needs. AIRD Vision is to attain a sustainable socio-economic development founded on community ownership, peaceful co-existence and self-reliance. AIRD believes in a society of “nurtured children, empowered youth and viable communities”.

AIRD is UNICEF’s Strategic Partner for GBV prevention and response in Jonglei State for the last 4 Years and currently implementing a project supported by UNICEF, under the Project title “Protecting Women and Girls in South Sudan from Gender-based Violence (GBV) through addressing social norms transformation, integrating a multi-faceted holistic approach to GBV prevention, risk mitigation and response in Bor, Fangak and Pibor, South Sudan. Hence, contributing to the overall Communities Care Programme (CCP) goal meant to create safer communities for women and girls through transforming harmful social norms that contribute to sexual violence into social norms that uphold women and girls’ equality, safety and dignity

Vision

A thriving, dynamic South Sudan where children and youth are real champions and catalysts for social change, cohesion, and sustainable development.

Mission

To socially and economically transform South Sudan by effectively engaging and strategically investing in children and the youth.



JOB SUMMARY:

The Community Worker will be responsible for various prevention activities. These include training, facilitation and monitoring of Community Discussions on social norms transformation, Safety Audits, Community Mobilization, the development of Mass/mini awareness campaigns, men's information meetings, GBV basics trainings and other activities as assigned.

Major Responsibilities:

- Ensure proper reporting by the Community Discussion Leaders team on weekly activities, number of people reached, sex/age breakdown, etc.
- Conduct safety audits and safety plans and document lesson learnt to inform safe access to services
- Conduct dignity kit distribution and programming targeting vulnerable women and girls as part of GBV risk mitigation
- Conduct community outreach and awareness activities with women and girls, men and boys.
- Ensure outreach team performs weekly assigned duties.
- Adhere to GBV guiding principles of respect, confidentiality, and safety/security and non-discrimination while providing services to women and girls.
- Lead tea talk sessions at the WGFSs and outreach sessions to increase awareness on the consequences of GBV, promote available services to women and girls and address stigma preventing access to services.
- Conduct house to house outreach visits to disseminate information on GBV and on the available services for survivors.
- Identify and refer extremely vulnerable women and girls to access services and material support in accordance with their level of vulnerability and needs.
- Conduct regular meetings with community leadership structures to advocate for the needs of women, and encourage their participation in GBV prevention and response activities in the communities
- Monitor the functionality of GBV referral pathway through making direct follow ups with service providers, including South Sudan Police.
- Identify leadership structures, community groups and NGO actors in need of GBV, PSEA or other trainings regarding Violence Against Women and Girls.
- In collaboration with other project team, organize and conduct mass/mini awareness campaign, and other community mobilization activities in the community to disseminate information on GBV types, consequences and advocate for timely access to response services by community members.
- Conduct awareness raising activities and educational sessions in Safe Spaces to increase information on GBV types and consequences, services available and where to access these services.
- In collaboration with GBV Protection Officer, provide mentoring to a team of outreach workers in outreach and awareness strategies, GBV basics, and other topics as need is assessed.
- Prepare and submit weekly and monthly reports in a timely manner and incorporate protection officer's feedback.
- Other duties as assigned.

Key Working Relationships:

Position Reports to: GBV Protection Officer.

Position directly supervises: Community Discussion Leaders.

Other Internal and/or external contacts:

Internal: Regular relationships with AIRD Protection department's team.

External: Collaboration with AIRD partners and donors including other non-governmental organizations, inter-agency group.



Job Qualifications:

Education:

- Secondary school completion, diploma in social work or related field.

Skills and Experience:

- Counseling and training experience, community outreach and awareness work with a reputable organization, including experience counseling survivors of abuse or violence preferred.
- Demonstrated commitment to women's empowerment and protection through volunteer work or other relevant experience
- Clear understanding of gender inequality, and issues surrounding violence against women and girls.
- Commitment to women's protection and empowerment through Community Care Approach.
- Ability to maintain confidentiality and respect for clients at all times is essential.
- Ability to mentor service providers in a professional, respectful and supportive manner.
- Positive and professional attitude, able to organize, maintain composure and prioritize work under pressure and be able to coordinate multiple tasks and maintain attention to detail.
- Ability to work as a member of a team essential.
- Ability to communicate in English and write clear and concise reports in English.
- Fluency in Local Language **STRONGLY** required. Knowledge of Arabic.

Working Environment: 100% deploy in Bor, Fangak and Pibor.

Application Procedures:

- Application letters, comprehensive CVs, recommendation letters from former employers and academic certificates **MUST** be received at Africa Initiative for Rural Development; not later than 5th April, 2023. Applicants are encouraged to submit their applications through E-mail address: airdsouthsudan@gmail.com indicating clearly in the subject line the Post Title. **"GBV COMMUNITY WORKER"**
- Female candidates are highly encouraged to apply.
- This Position is open to South Sudanese Nationals Only.

Africa Initiative for Rural Development is an Equal Opportunity Employer. Only shortlisted candidates will be contacted for interviews.

Canvassing will lead to automatic disqualification.

PLEASE NOTE:

Due to the urgency of this position, applications will be reviewed and a shortlist done on a rolling basis. If the management gets the rightful candidate before the deadline, we might offer the position.

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