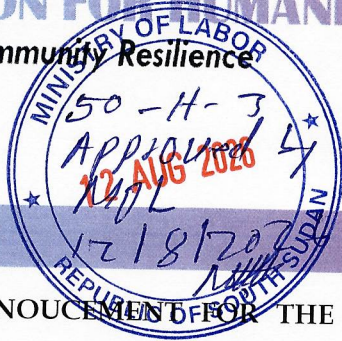




VACANCY ANNOUNCEMENT FOR THE POSITION OF PROTECTION & GBV OFFICER

Organization Background

Coalition for Humanity (CH) is a humanitarian and development NGO registered in South Sudan with experience in implementing humanitarian and resilience projects. The organization focuses on Food Security and Livelihoods (FSL), Water, Sanitation and Hygiene (WASH), Gender Based Violence (GBV), General Protection (GP), Health and Nutrition. Coalition for Humanity has experience in integrating projects and forming a nexus across sectors in order to leverage resources. We consider Protection/GBV, Housing, Land and Property rights (HLP) governance, peace building and conflict transformation as cross cutting issues. We have successfully integrated these in WASH, FSL, Non-food items, Health and Nutrition.

Coalition for Humanity has its headquarters in Juba but with presence in the Upper Nile counties of Malakal, Renk, Longechuk, Maiwut. CH operates in Jonglei State with presence in Ayod, and Fangak counties and Unity State with field offices in Leer, Panyijiar, Mayendit, Koch, Rubkona and Mayom counties. It also has an operational presence in the Ruweng Administrative Area with field offices in Pariang and in Greater Pibor Administrative area with field office in Pibor and Pochalla County.

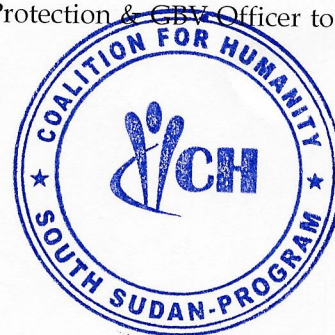
Coalition for Humanity seeks to recruit for the position of Protection & GBV Officer to be based in Renk.

Position description

Job title: Protection & GBV Officer (Female only)

Job Location: Renk

Reports to: Protection & GBV Project Manager



Job Summary

The Protection & GBV Officer will be based in Renk and reporting directly to the Protection & GBV Project Manager. The position is responsible for coordinating and implementing GBV prevention, response, and general protection activities aimed at ensuring the safety, dignity, and rights of vulnerable individuals, particularly women, girls, and persons with specific needs.

The Officer will lead community-based protection initiatives, oversee case management processes, and strengthen referral pathways in collaboration with protection partners and service providers. They will facilitate awareness-raising sessions, psychosocial support activities, and capacity-building for community structures to promote a safe and supportive environment. In addition, the Protection & GBV Officer will ensure that all interventions are implemented in accordance with CH's safeguarding policies, PSEAH standards, conflict sensitivity principles, and donor requirements. The role also involves field supervision, monitoring, documentation of lessons learned, and timely reporting to inform program planning and enhance protection outcomes across project locations.

Contact us:

Tell: +211 (9) 16666225/ +211 (9) 24822220

Email: info@ch-ssd.org/ **Website:** www.ch-ssd.org

Key duties/Responsibilities

1. Project Planning and Implementation

- Lead the development of the overall project implementation work plan in consultation with the Project Manager.
- Oversee and manage project implementation, ensuring technical quality, adherence to CH standards, and donor compliance throughout the project cycle.
- Support the Project Manager in designing and adapting activities, developing awareness materials, training curricula, focus group discussion guides, safety audit tools, and M&E instruments in coordination with the M&E/Programme Coordinator and other program teams.
- Ensure the project is implemented in line with Coalition for Humanity (CH) technical guidelines, sector standards, and donor policies.
- Facilitate smooth coordination between technical teams, partners, and field staff to ensure timely delivery of project outputs.

2. Technical Oversight and Field Supervision

- Lead field monitoring and supervision to ensure quality service delivery and accountability to beneficiaries.
- Conduct protection assessments, safety audits, and home visits, identifying and responding to emerging needs, especially among persons with specific vulnerabilities.
- Provide technical guidance, mentoring, and capacity-building support to Protection Officers and Assistants through hands-on coaching at the field level (County and Payam).
- Ensure efficient utilization of project resources, track budget implementation, and verify that physical targets are achieved and documented.

3. Monitoring, Evaluation, and Learning (MEAL)

- Support project monitoring and evaluation in collaboration with project assistants, MEAL teams, partners, and beneficiaries.
- Prepare and submit timely, accurate reports on activity implementation, including protection updates, assessment findings, and progress against targets.
- Ensure lessons learned are documented, analysed, and integrated into ongoing project planning and decision-making processes.
- Contribute to the preparation of internal and donor narrative reports, highlighting achievements, challenges, and recommendations.

4. Coordination and Partnership Management

- Identify and pursue opportunities for collaboration with partners to ensure complementarity of interventions and avoid duplication of efforts.
- Facilitate and coordinate field visits by donors, partners, and stakeholders in collaboration with state protection cluster focal points.
- Actively participate in protection coordination forums and sub-national cluster meetings, representing CH and sharing lessons learned and best practices.
- Maintain effective relationships with government authorities, local partners, and community leaders to enhance coordination and community acceptance.

5. Compliance, Documentation, and Risk Management

- Ensure that all project records, including finance, logistics, administration, HR documents, and beneficiary lists, are properly compiled and filed according to CH procedures.



- Anticipate, identify, and mitigate potential risks and challenges affecting project implementation.
- Ensure responsible use of project funds and assets in accordance with CH and donor financial management guidelines.
- Promote adherence to CH's Code of Conduct, Protection from Sexual Exploitation, Abuse and Harassment (PSEAH) policy, and Conflict Sensitivity principles across all project activities.

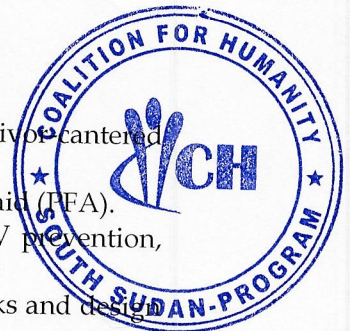
Person Specification

Education & Experience

- A bachelor's degree in social work, Psychology, Gender Studies, Community Development, Human Rights, or a related field from a recognized institution.
- A Postgraduate Diploma or professional training in Gender-Based Violence (GBV), Protection, Humanitarian Response, or Safeguarding is an added advantage.
- Minimum of 3 years of proven experience in implementing GBV and protection programs within a humanitarian or development organization.
- Demonstrated experience in case management, psychosocial support (PSS), survivor-centered approaches, and GBV prevention and response programming.
- Practical experience working with community-based protection mechanisms, women's groups, and referral systems at field level.
- Familiarity with humanitarian standards (IASC GBV Guidelines, SPHERE, Core Humanitarian Standards) and PSEAH principles.
- Experience coordinating with Protection Clusters, GBV Sub-Clusters, and inter-agency response mechanisms is desirable.
- Experience in data collection, reporting, and use of digital tools (e.g., Kobo, CommCare, or ODK) is an advantage.

Technical Competencies

- Sound understanding of GBV concepts, protection principles, and the survivor-centered approach.
- Strong skills in case management, safety planning, and psychosocial first aid (PFA).
- Ability to facilitate community awareness and training sessions on GBV prevention, gender equality, and protection risks.
- Strong analytical and problem-solving skills, with the ability to assess risks and design context-appropriate mitigation measures.
- Capacity to maintain confidentiality and handle sensitive information with professionalism and empathy.
- Proficiency in Microsoft Office applications (Word, Excel, PowerPoint) and basic data management systems.



Core Competencies and Personal Attributes

- Excellent communication and interpersonal skills, with the ability to engage effectively with survivors, communities, and diverse stakeholders.
- Demonstrated commitment to human rights, gender equality, and inclusion principles.
- High level of integrity, empathy, and emotional resilience, especially when working in challenging environments.
- Strong organizational and time management skills, able to manage multiple priorities and meet deadlines.



- Ability to work independently with minimal supervision and collaboratively as part of a multidisciplinary team.
- Fluency in English (spoken and written) is required; knowledge of Arabic or local languages is a strong advantage.
- Willingness to travel regularly to field sites and remote locations is required.

Note:

1. The job duties and responsibilities as set out above are not exhaustive, and the post holder may be required to carry out additional duties within reasonableness of their level of skills and experience.
2. The position is a non-relocatable position; the incumbent must be a resident of the county.

Coalition for Humanity has zero tolerance for 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 the principles of PSEA, always (both during work hours and outside work hours). Familiarization with, and adherence to, the 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 by this clause.

Coalition for Humanity (CH) upholds a zero-tolerance policy toward drug and alcohol use. The Staff must not consume, possess, or be under the influence of alcohol, narcotics, or any other substances while on duty. Reporting to work while under the influence will lead to immediate disciplinary action, including possible termination of contract. All CH staff are required to maintain professionalism, safety, and integrity in line with the organization's Code of Conduct and Health and Safety Standards.

Interested Applicants are invited to submit their application Letter and CV/Resume via Email to jobs@ch-int.org or hand deliver to our field office in Renk **on or before 31st August 2026**.

