



## VACANCY ANNOUNCEMENT

Action Against Hunger is a non-governmental organization whose aims and mission is to save lives by eliminating hunger, under-nutrition, particularly during and after emergency situations like disasters. Action Against Hunger focuses on nutrition, health and healthcare practices; food security and livelihoods (FSL); water, sanitation and hygiene (WASH) and advocacy.

Action Against Hunger USA is currently looking for a qualified **South Sudanese Nationals** to fill in the position of **Gender and Psychosocial Support Officer** O1 position to be based in Duk Pagak

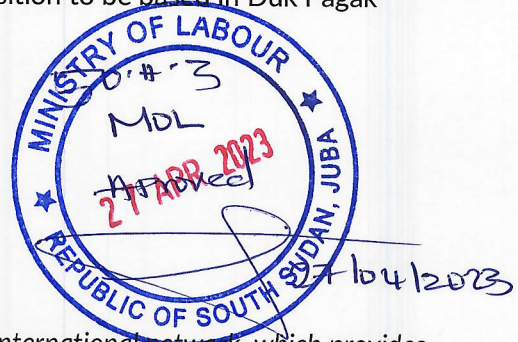
Position open date: **April 27, 2023**

Closing date: **May 17, 2023**

Expected Start date: **June 2023**

Contract Duration: **6 Months with possibility of extension**

Location: **Roving**



Action Against Hunger-USA is part of the Action Against Hunger International network, which provides humanitarian relief in over 40 countries worldwide in the sectors of nutrition, health, water/sanitation, and food security. Action Against Hunger-USA, an independent NGO, currently manages operations in seven countries: Kenya, South Sudan, Tanzania, Uganda, Ethiopia, Haiti and Somalia. Action Against Hunger-USA has approximately 1,500 staff based in the various country offices, Head Quarter in New York City and Operational Centre in Nairobi. Additional growth is anticipated.

### I. SUMMARY OF POSITION

The Gender & PSS Officer's role is overseeing, coordinating, and ensuring quality implementation of the gender, protection & PSS mainstreaming activities in the project areas of Action Against Hunger Country wide in areas of emergency deployment, participate in GBV/Protection cluster meetings and trainings; collection of sex and gender disaggregated data and report writing; documentation and sharing of best practices internally and externally.

#### PURPOSE:

The Gender & PSS Officer is responsible for leading and coordinating the gender, PSS and protection activities in the areas of emergency response; provide technical guidance to the field staff (Psycho-social assistant) on areas of PSS, gender and protection mainstreaming to meet Action Against Hunger's Gender Minimum Standards (GMS)

#### ENGAGEMENT

Engage with program managers, heads of bases, gender specialist, and head of departments and build the capacities of the field staff; support the field teams on implementation of gender and protection activities; represent Action Against Hunger in gender related forums and platforms including those led by government as well as NGOs.

#### DELIVERY

She/He will provide technical support in knowledge product development and technical backstopping on protection and gender issues including technical guidance on the implementation of gender and protection mainstreaming, and inputs documentation and reporting.

This will include:







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This will include:





- a. High technical and quality support ACF team, especially the Psycho-Social Assistant;
- b. The Emergency Psycho-social assistant will ensure quality standards are maintained for emergency responses with regards to protection;
- c. Provide Protection technical support to the team during deployment and program implementation.
- d. Integrate protection services for the benefit of nutrition, health, WASH, FSL beneficiaries and care takers, and identify and provide support to nutrition/health/WASH/FSL beneficiaries in needs of protection services
- e. While waiting, caregivers will be engaged in health education sessions as well with basic psychoeducation to create awareness on mental well-being and available protection services
- f. Coordinate internally with Action Against Hunger MET members and externally with stakeholders/authorities linked to project components in area of deployment.
- g. Ensuring quality standards during emergency responses, the role will be tasked with ensuring that the services offered are timely in collaboration with the relevant departments
- h. Submit timely activities reports to Action against Hunger lead of deployment and head of emergency (if required).

## II. ESSENTIAL JOB FUNCTIONS

Coordination and leading the implementation of the gender and protection projects in Warrap and Northern Bahr el Ghazal; technical support and building the capacities of field staff on gender and protection to ensure for the development and donor report writing; participation in Protection/GBVs cluster meetings.

### 1. Technical Assistance and Capacity Building

- Lead the implementation of gender/GBV/PSS-related activities in collaboration with other stakeholders, including conducting gender assessments and organizing training;
- Provide guidance and advice to the project field team on technical issues of gender and protection mainstreaming in the programs
- Lead training workshops for relevant stakeholders, staff and community leaders, boys, girls, and women on advocacy, gender, and protection-related topics.
- Build the capacities of the field staff, and service providers and support them to coordinate referrals and reporting of SGBV and ensure proper follow-up of documented incidents;
- Conduct culturally appropriate gender awareness raising and PSS sessions with key stakeholders and gatekeepers on gender and women empowerment topics.
- Network and maintain dialogue with relevant stakeholders e.g. Government Institutions, community leaders, and religious leaders to ensure collaboration, synergy, and sharing of experiences on gender issues.
- Provide orientation sessions on psychoeducation (stress management, positive coping mechanism) , creating awareness on GBV and promoting available protection services.
- In conjunction with the project team, undertake regular field trips to project sites to check field-based gender and protection mainstreaming activities, and advise on monitoring and reporting on emerging gender-related issues;
- Support the monitoring, evaluation, and reporting on gender mainstreaming by ensuring the collection of relevant baseline information and formulation of indicators that are sensitive to gender.
- Lead assessment and research activities at the community level to gather information and analysis on gender and advocacy issues.
- Develops quality and timely reports and submits to immediate supervisor,
- Write case studies and document lessons learned using all possible communication outlets.
- To perform other work-related duties and responsibilities as may be assigned by the manager

### 2. Provide initial Psychosocial Support and ensure availability of referral pathways to appropriate and available protection services for all emergency programme beneficiaries:






- Train all field staff (MET and SURGE teams) on GBV and protection concepts. ACF's GBV concepts training aims to provide participants with an introduction to some of the basic knowledge, skills and attitudes required to ensure GBV capacity is enhanced to ensure accountability and support to beneficiaries.
- Map referral pathways to appropriate and available protection/PSS services in all areas of MET and SURGE deployment;
- Develop guidance materials and tools for informing both staff and beneficiaries at the field level on available referral pathways.
- Train all field staff (MET and SURGE teams) on Psychological First Aid (PFA), to help children, adolescents, adults, and families in the immediate aftermath of disaster or any other shock, and on how to facilitate referral pathways.
- Activities under the Protection sector will focus on building local capacity, specifically through training of local partner staff on PFA and GBV concepts, for mitigation and prevention of GBV, while raising awareness on the same.
- Providing individual psychological support and counselling sessions to caregivers, group-support session on stress management and positive coping mechanisms.

### 3. Representation and Advocacy

- Plan and lead gender-related community activities/campaigns like international women's day and 16 days of gender activism as a platform to lobby on gender-sensitive practices and behavioral change
- Represent Action Against Hunger at the monthly & quarterly gender-based meetings and update on progress made challenges, and appropriate follow-up plans to available relevant stakeholders and forums

### 4. Monitoring, Evaluation, Accountability, Learning and Work with program teams to ensure that information relating to ACF and program activities is shared widely and organize relevant re-creative events, which are age/gender sensitive and in respect of local traditions and behaviors

- In collaboration with technical lead, mainstream all Psycho-social support (PSS) reporting tools to capture PSS, mental health, GBV and other protection considerations (developing standard PSS-related implementation and reporting tools that include the pre-response assessment level, response level and monitoring level)
- Supporting the project team in measuring achievement and progress towards program goals and results (through Reporting on protection sector/GBV indicators on a monthly basis as well as ensure with the line manager at least weekly communication through call with the Head of Emergency Department for protection services updates;
- Coordinate with MEAL colleagues to ensure complaints and feedback mechanism is gender-sensitive in terms of access, and that a system is in place to review complaints related to gender-sensitive programming.
- Under guidance of line manager psychosocial assistant in a close collaboration with the PHC, Nutrition, FSL, WASH & DPM, advise program team in resolving barriers to information delivery based on gender, age and ability considerations.
- Assist and monitor the progress of disseminating ACF Principles of mental health awareness, GBV prevention, and gender equity and equality within the beneficiaries' community by the program team.
- Organize relevant re-creative events which are age/gender sensitive to raise awareness of GBV, mental health, and gender equality or mitigate the same

### III. SUPERVISORY RESPONSIBILITIES

N/A

### IV. FISCAL RESPONSIBILITY

N/A

### V. PHYSICAL DEMANDS





- To travel to the field, the employee must attest to a level of physical fitness capable of enduring Provide coaching and supervision of psycho-social assistant; Report timely to programme DPM or team leader
- Liaise directly with technical lead of technical aspect and update the field line manager on the same.

## VI. WORKING CONDITIONS, TRAVEL AND ENVIRONMENT

Must be able to travel as required for standard domestic business purposes. While performing the duties of this job in the field, the employee may be exposed to precarious settings under high security risks and/or very basic living conditions and outside weather conditions, as well as infectious diseases

## VII. GENDER EQUALITY COMMITMENTS & ZERO TOLERANCE TO SEXUAL EXPLOITATION and ABUSE

- Foster an environment that supports values of women and men, and equal access to information.
- Provide a work environment where women and men must be evaluated and promoted based on their skills and performance
- Respect beneficiaries' women, men, boys and girls regardless of gender, sex orientation, disability, religion, race, color, ancestry, national origin, age or marital status,
- Value and respect all cultures.
- Promote and uphold the PSEA policy and procedures.



## VIII. REQUIRED QUALIFICATIONS

- Bachelor's degree in Gender studies, sociology, social work, Development studies, law and other related social science fields with at least 2 years direct experience in gender and women empowerment area in humanitarian field of work
- Diploma in Social Work, Development studies, Law and other related Social Science fields and at least 4 years of experience direct experience in gender and women empowerment area in humanitarian field of work

## IX. REQUIRED SKILLS AND EXPERIENCE ESSENTIAL

- Preferred working experience related to child protection and gender
- Good organizational, communication and writing skills.
- Demonstrate an open and inclusive attitude, commitment to the importance of protecting children and manage to work under pressure and appreciate challenges
- Good teamwork skills.
- Respect of Action Against Hunger's rules, policies and code of conduct.
- Experience in a case study and success story development
- Good experience conducting training programs, community mobilization, and conversations
- Strong interpersonal skills & excellent team player
- Cultural and gender sensitivity

## X. SAFE GURADING COMMITTMENT

Action against Hunger has zero tolerance towards all forms of harm and abuse. We take concerns and complaints relating to safeguarding issues involving our staff, partners and suppliers very seriously. **We will take action to vigorously investigate and manage any violations or alleged violations of this policy**

To apply, please! Send your **Cover letter, CV, & ID card as one Document** with three professional References to [recruitment@ssd-actionagainsthunger.org](mailto:recruitment@ssd-actionagainsthunger.org) specifying **Gender and Psychosocial Support Officer:** as the title of your email, or hard copy Applications delivered to Action Against Hunger Office in Hai Cinema, near St James Parish.



The deadline for applications is **May 17, 2023 at 5:00pm**. We do appreciate your interest to work with us; However, Only shortlisted Candidates will be contact.

**We will only receive, accept and consider all applications submitted through referred channels above, any applications submitted other than channels stated here will not be accepted & considered.**

***"This Position is Open to South Sudanese Nationals Only"***

***"Qualified Female Candidates are encouraged to apply"***

***Apply"***

