

50-H-3
Approved by
Inspector of Labour
20/6/2024
20 JUN 2024



Date: 20th June 2024

RE: JOB ADVERTISEMENT -Gender and Protection and inclusion Officer (1)

Position: Gender and Protection and Inclusion (GPI) Officer
Base Location: Wau with frequent field visits to Tonji North
Reporting To: Field Coordinator and technically to GPI Coordinator
Line Management Responsibilities: Supervises caseworkers and community workers.
Introduction Islamic Relief Worldwide is an independent humanitarian and development organisation. Foundation in 1984 (UK Charity Registration Number, 328158), with headquarters based in Birmingham, UK, we have a presence in 44 countries. Inspired by Islamic values, we support the world's most vulnerable people in the fight against poverty and suffering. IRW helps the needy regardless of race, religion or gender and promotes sustainable, environment-friendly outcomes. IRW is also determined to empower marginalized people with a strong voice that argues powerfully for the change they need to transform their lives. IRW South Sudan was present in South Sudan since 2004 registered under the Ministry of Humanitarian Affairs and Disaster Management. IRW South Sudan has more than 19 years' experience responding to conflict and drought crises in several states in South Sudan. IRW South Sudan currently seek to recruit a dynamic and shelf-motivated individual for the position of GPI Officer to be based in Wau, and frequent field visit in Tonj North
Job purpose: Reporting to the GPI Coordinator. The GPI Officer will ensure the IRSS programs achieves the Gender Equality outcome results and is of high-quality mainstream gender approaches by documenting and utilizing learning and knowledge from within and outside of Islamic-Relief South Sudan to develop/design and improve programs to achieve high impact.

Roles and responsibilities:
Individual Case Management: <ul style="list-style-type: none">• Support GBV case workers (GBV Team) to provide direct support and care for adult survivor of GBV. Including counselling and basic case management. Including counselling and basic case management. Case management services.• Support and supervise GBV caseworkers (GBV/Protection team) to provide direct age-appropriate and specialized support and care for adolescent and girl child survivor of GBV including counselling and case management along with:<ul style="list-style-type: none">○ Age-appropriate engagement and decision-making by survivors.○ Do No Harm analysis.



MAIN OFFICE
IR.SS. Along Unity Road
Plot No.54, Block B-xvi
Hai. Cinema, P.O.Box 353

WAU OFFICE
Hai Darajat
Tel: 0916287894
0929732333

WARRAP OFFICE
Along the Warrap - Akop Road
Tel: 0920522368

KAPOETA
Narus Compound
Diocese of Torit
Tel:0925609594

Website: www.islamic-relief.org
RRC Reg No.051

- Develop and implement a series of age-appropriate and specialized group emotional services to be provided to all risk women and girls with an emphasis on meeting the needs of the survivors of GBV.
- Develop and lead training on GBV case management, Guiding principles, and Survivors-centred care, preparedness, and Clinical Case for Sexual Assault Survivors for staff and partners.

GBV/Protection and Inclusion.

- Lead/participate in developing/services information materials activities for different groups identified i.e. NGOs, partners, Community leaders, Women's Groups, and the community in general with consideration of minority groups existing in the settlement.
- Ensure messages are appropriate for the community and tested before dissemination.
- Lead in all outreach activities with the identified target group and relate cases to GBV.
- Lead the development of the daily, weekly and monthly outreach plans based on GBV, incident trends and the need of women, girls and persons with disability.
- Support community workers to mobilise community members to create a Protective environment for women and girls and promote their safety and Dignity and mitigate risk.
- Lead in GBV, Protection and inclusion basic guiding principle's capacity building in both formal and informal forms to various groups i.e. NGOs partners, community leaders, women leaders.

Mentorship:

- Work with stakeholders to ensure safe and confidential access to all GBV services.
- Contribute to a positive spirit among all Islamic-Relief staff.
- Facilitate the active participation of partners in the design and implementation of the Gender analysis and Gender strategy.
- Together with head of program and GPI Coordinator, design and implement a Gender outcome capacity strengthening strategy based on a participatory capacity assessment and capacity strengthening and building.
- Contribute to the development of project annual operating plans, ensuring alignment of Gender Equality and integration results with program approach and achievement of the annual target indicators.
- Provide mentorship sessions to GBV Caseworkers and outreach.
- Support community workers to plan and conduct community outreach and awareness on Gender, Protection and Inclusion related issues.

Coordination.

- Represent Islamic-relief South Sudan and the projects in various gender meetings, networks and opportunities to support the project.
- Promote and support the dissemination of gender related program information among the program team.
- Maintain positive coordination and relationships with partners and IRWSS, sector staff.
- Facilitate and lead community-based GBV coordination or other response-related meetings.



- Assess gaps in GBV presentation and response service in the communities.
- Support adherence to GBV referral protocol.

Logistics

- Facilitate the procurement related activities e.g. Raising the PR for awareness and mentorship activities as it is done following the Islamic-relief logistics policy and on time to ensure the successful implementation of the program.

Monitoring and reporting.

- Ensure that ethical and GBV data collection and information system (GBVIMS) are in place and harmonized advance.
- Prepare and submit daily, weekly, monthly and 3 months' work plan on time and incorporate manager feedback.
- Compile monthly report and submit them to the GPI and MEAL Coordinators.
- Ensure that all relevant financial documentation is completed accurately as required by IRSS finance policy.

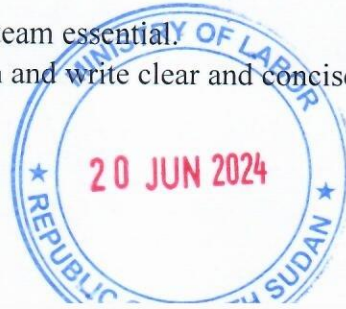
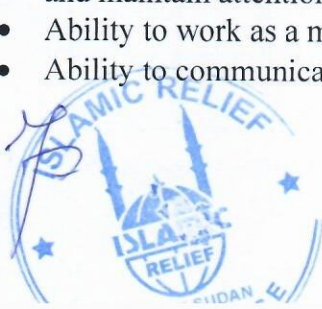
Any other responsibility assigned by the competent authority. During any emergency situation the GPI Officer will report the Emergency Response Programme Manager while Standard Operating Procedure will be in place.

Job qualification:

- Degree/Diploma in social work and social Administration, Gender Studies, Social Science or Development studies.

Kills and Experience

- At least 2-3 year of relevant professional in coordination, planning integration, advance for/in gender equality and women's empowerment; experience in humanitarian setting and with Humanitarian Cluster required.
- Clear understanding of GPI and gender inequality, and issues surrounding violence against women and girls.
- Ability to maintain confidentiality and respect for clients always is essential.
- Ability to lead train, supervise, facilitate, and motivate other GBV staff in their respective tasks in a professional, respectful, and supportive manner.
- Positive and professional attitude, able to organise, maintain composure prioritize work under pressure, work overtime when necessary 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 report in English



- Must be computer literate, including Microsoft word and Excel
- Fluency in oral and written English Language is required.

Professional Standard.

The IRW and IRW workers must adhere to the values and principles outlined in IRW-standards for professional conduct. These are integrity, Services, and Accountability. In accordance with these values, the IRW operates and enforces policies on beneficiary of GBV from Exploitation and Abuse, Child Safeguarding, Aunt-workplace Harassment, Fiscal Integrity.

Gender equality: IRW is committed to narrowing the gender gap in leadership positions. We offer benefits that provide an enabling environment for women to participate in our workforce including persons living with disabilities.

Equal opportunity Employer: IRW is an Equal Opportunity Employer. IRW considers all applications on the basis of merit without regards to race, sex, colour, national origin, religion, sexual orientation, age, marital status, disability or any other characteristic by applicable law. This position is for South Sudanese National only with the mentioned qualification.

DESIRABLE

- Familiarity with the Millennium Development Goals, Sphere Standards, Do no harm policy, Red-Cross/Red-crescent Code of Conduct, Humanitarian Accountability Programme etc.

How to apply:

Interested candidates should submit their applications letter briefly describing a motivation for the position and highlight relevant experience, updated Curriculum Vitae (CV), National ID and copies of certified certificates to official email address: IRSS.recruitment@islamic-relief.com.ss or submit hard copies of applications to IRWSS Office in Wau, Warrap and Juba

Not later than the deadline of Thursday 11th July 2024 at 4pm local time.

- Only shortlisted candidates will be contacted.
- Due to the urgency of these roles, Islamic Relief reserves the right to shortlist applications prior to the closing date.

Female candidates are strongly encouraged to join our work culture that empowers every employee to share ideas and take responsibility. At IRW, we think outside the box. We encourage ideas and give responsibility to all employees at all levels, to help solve the complex issues that we face. You will have many opportunities to be heard and take the initiative

