



**Our Vision for every Child, Life in all its Fullness; Our Prayer for every heart, the will to make it so**

**Building Brighter Futures for Vulnerable Children**

# **JOB OPPORTUNITY AT WORLD VISION SOUTH SUDAN**

World Vision is a Christian Relief, Development and Advocacy Organization dedicated to working with Children, Families and Communities to overcome poverty and injustice. World Vision serves all people, regardless of religion, race, ethnicity or gender. All employment in World Vision is conditioned upon successful completion of all applicable bacl<ground checks, including criminal record checks where possible.

World Vision South Sudan is now seeking for a qualified and dynamic Individuals (Man or Woman) who are willing to share in our vision and promise to Children, to join us in the role below:



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| Job title: | **Gender and Social Inclusion (CESI) Coordinator** |
| Reporting to: | **HPF 3 Project Manager** |
| Location: | **Tambura, Supporting Ezo and Nagero** |
| Availability: | **As soon as possible** |

**Purpose of the position:**

World Vision is providing essential health care services in South Sudan, with interventions in Tambura, Ezo and Nagero Counties, Western Equatoria State, designed to: enhance delivery of integrated health services, expand community health services for prevention and treatment, and support stable health systems that are responsive and accountable to the needs of communities and individuals accessing these services. To ensure thoughtful implementation considering the unique needs of vulnerable and at-risk groups, World Vision is seeking a Gender Equality & Social Inclusion (GESI) Coordinator to provide leadership on gender mainstreaming, gender-specific activities, and social inclusion initiatives. The GESI Coordinator will support activities, including: a GESI analysis and plan, GESI trainings of project and health facility and community staff, as well as, project monitoring, adaptation, and evaluation. With support from project leadership, the GESI Coordinator will engage various structures (namely, County Health Department (CHD), staff at Primary Health Care Centers & Units (PHCC, PHCU), and hospitals), and groups (e.g. Household Health Promoters (HHP), Women's Groups, Men's Groups) to ensure project activities are gender sensitive and socially inclusive. S/He will be responsible for providing mentorship and technical support to HHPs and the various community groups formed in their implementation of counselling, referrals, delivery of messages, and other activities. The GESI Coordinator will work with project leadership to engage with national structures (e.g. health department and training institutions) to include gender equality and social inclusion models that seel< to reduce stigma and discrimination against marginalized groups, allowing Health Care Worl<ers to understand accommodations that may be necessary to ensure all groups can access services. S/He will support Monitoring & Evaluation efforts, collect and use sex- and age-disaggregated data (and data on other intersecting characteristics as possible, such as disability and ethnicity) to help understand individuals' needs, roles, opportunities, and vulnerabilities, ensuring successful implementation of the project outputs.

## Major Roles and Responsibilities

 Support project leadership on gender mainstreaming and gender-specific activities to ensure gender sensitivity and social inclusion. This includes leading on a GESI analysis, informed by gender assessments, desk review, and project baseline inputs, to develop a plan that ensures the implementation of GESI sensitive intervention.

* Conduct regular trainings on gender mainstreaming to project staff.

 Provide mentorship and support to HHPs in organizing new and supporting existing community groups (for example, Women's Groups and Men's Groups).

* Provide technical oversight and support in the delivery of GESI messages, peer-to-peer counseling, referrals and other activities to ensure various project groups (e.g. HCWs, HHPs, etc.) are actively engaging vulnerable population groups
* Support project leadership engage with national training institutions to include training on GBV, screening for disabilities including mental health issues, models that address prejudice and bias.
* Develop job aides and IEC materials to support gender equality and social inclusion is mainstreamed across project activities.

 Support project leadership ensure GESl-sensitivity will be applied in M&E throughout the project cycle (baseline, midpoint, and end line). This will include: providing tools and training on GESl-sensitive M&E, and analysis for staff, implementing partners, and others, to make corrections to the intervention, as a result of Weekly updates, monthly reporting to management and technical advisors as required.

**Preferred Skills, Knowledge and Experience**

 Performance management: Ability to review, plan and design processes and procedures that allow for effective management of people involved in HMIS, resources and processes to optimize overall project performance in line with set targets and objectives

 Effective communication: Understands communication of health data concepts, cascades, tools and techniques; with ability to transmit, explain data or processes jn simple, clear language appropriate to project staff, health workers, and community health workers, and accurately interpret data or information and implications.

* Data Management: Knowledge of HMIS soft/hardware, processes, data sources, respective clinic tools and techniques for reviewing and validating health data, and ability to provide timely feedback on data
* Innovation: Ability to use technology, smart ideas, digital solutions or initiatives to improve HMIS data quality, completeness and availability.

 Accountability: Holds self and all stakeholders involved in HMIS functions accountable for timely, complete, reliable, and quality reports across supported health facilities. Ensures service users have access to feedback mechanism on quality of health services.

 Must be a committed Christian, able to stand above denominational diversities.

* Attend and participate/lead in devotions and weekly Chapel services.
* Perform other duties as required.

## **Qualifications: Education/KnowIedge/TechnicaI Skills and Experience**

The following may be acquired through a combination of formal or self-education, prior experience or on-the-job training:

* Master's Degree in Gender, Social Studies, International Human Rights, or other related field
* Degree in Gender, Social Studies, International Human Rights, or other related field
* At least five (5) years' technical experience in gender equality and social inclusion interventions in emergency or post-conflict environment

 Proven experience leading and managing project(s) addressing Gender and Protection (for example, Child Protection and Gender-Based Violence) prevention and response; particular advantage will be given to those who can demonstrate this in a Health project or setting

* Proven experience with GESl-sensitive Monitoring & Evaluation approaches and plans

 Work experience in Social Work, GBV prevention and response (e.g. Case Management), Disability Inclusion, and Conflict Sensitivity

* Work experience with various social structures and networks (e.g. community groups, women's groups, faith leaders)
* Work experience should demonstrate understanding of barriers to gender equality and social inclusion, across various vulnerable and at-risk groups due to sex, age, disability, religion, ethnic, or social standing
* Strong working understanding of rights-based approaches, including legal/protective environment in South Sudan and internationally, and where there are hindrances/violations to these
* Demonstrated application of Do No Harm, including understanding of intended and unintended consequences of gender equality and social inclusion interventions, and risk mitigation approaches
* Excellent work experience in training facilitation and mentoring
* Diplomacy and assertiveness; ability to confront and discuss sensitive issues with respect
* Proven ability to work cooperatively with others in a team environment, providing support and mentorship in technical areas
* Proven organizational skills and time management; demonstrated ability to work in a fast-paced environment with tight deadlines, effectively managing multiple priorities  Excellent analytical/problem-solving skills and detail-orientation

 Commitment to World Vision Core Values and Safeguarding policies

* Flexibility and willingness to perform other duties as required  Excellent written / speaking English
* Local language as first language strongly preferred



## **HOW TO APPLY**

Interested candidates (South Sudanese Nationals) who meet the above criteria should submit their application, cover letter and an updated CV with at least three referees with their telephone and email contacts. Address your application to: The Human Resource Manager, World Vision South Sudan

Indicate the position you're applying for in the subject line.

Applications should be submitted to this email [recruitsdno@wvi.org](mailto:recruitsdno@wvi.org) or drop to any World Vision Offices

World Vision South Sudan is willing to pay a competitive salary and benefits to the right candidate.

**Female Candidates are Strongly encouraged to apply,**

Closing date for receiving applications is: **November I2th, 2021**

Please note that only shortlisted candidates shall be contacted and documents once submitted will not be returned to the candidates.

