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09th Nov 2026

Job Advertisement

Position: Roving Gender/GBV Officer

Organization: Universal Intervention and Development Organization (UNIDOR)
Project: Integrated WASH and Food Security & Livelihoods (FSL) Project
Donor: Government of Germany, through Sign of Hope (SoH)
Duty Station: Mayendit County, Unity State, South Sudan
Reports to: WASH/FSL Project Manager
Technical Supervision: UNIDOR Protection Programme Management
Contract Duration: Subject to project implementation period
Employment Type: Relocatable Full-time

1. Background

Universal Intervention and Development Organization (UNIDOR) is a South Sudanese national and faith-based organization founded in 2004 and is legally registered by the Relief and Rehabilitation Commission (RRC) with registration number 181. UNIDOR is a member of the South Sudan NGOs forum, an active member of different working clusters across the Country. UNIDOR operates in Unity State in South Sudan with a program portfolio covering health, nutrition, FSL, WASH, Education, General protection, including GBV and Child Protection, Peace-Building, and Conflict Resolution. UNIDOR continues to provide lifesaving humanitarian assistance to the vulnerable people of South Sudan with the aim of rebuilding lives and restoring peace. UNIDOR is implementing an integrated WASH and Food Security & Livelihoods (FSL) project in Mayendit County, Unity State, with funding from the Government of Germany through Sign of Hope (SoH). The project aims to improve access to safe water, sanitation, and hygiene services while strengthening household food security and livelihood opportunities among vulnerable communities. To ensure that project interventions are safe, inclusive, gender-responsive, and accessible to all, UNIDOR seeks to recruit a qualified Roving Gender/GBV Officer to mainstream gender equality, protection, safeguarding, and accountability across all WASH and FSL activities.

2. Purpose of the Position

The Gender and Protection Officer will provide technical support to ensure that gender equality, protection, GBV risk mitigation, child safeguarding, disability inclusion and accountability to affected populations are integrated into project planning, implementation and monitoring. The officer will work closely with the WASH and FSL teams to identify protection risks, recommend mitigation measures and promote safe and equitable participation of women, girls, boys, men, persons with disabilities and other vulnerable groups.

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3. Key Roles and Responsibilities

A. Gender Mainstreaming and Inclusion

- Conduct gender and inclusion assessments to identify the different needs and barriers affecting project participants.
- Gender Mainstreaming: Ensure women's meaningful participation, gender equality and inclusion across WASH and FSL interventions.
- Promote equitable participation of women, girls and marginalized groups in WASH and FSL activities.
- Ensure gender considerations are integrated into project planning, implementation and monitoring.
- Promote women's participation and leadership in community structures and livelihood activities.

B. Protection Mainstreaming in WASH and FSL

- Conduct protection risk assessments of WASH facilities, water points, sanitation facilities and FSL interventions.
- GBV Risk Mitigation and Prevention
- Identify and recommend measures to address GBV risks, safety concerns, discrimination and exclusion.
- Work with technical teams to ensure facilities and services are safe, accessible, private and inclusive.
- Promote safe and transparent beneficiary selection and distribution of agricultural inputs and livelihood assistance.
- Identify and mitigate risks of child labour, exploitation and increased workloads for women and girls.

C. GBV and Child Protection

- Integrate GBV risk mitigation and child protection considerations across all project WASH and FSL Activities
- Facilitate community awareness on GBV prevention, child protection, gender equality and safeguarding.
- Support the mapping and strengthening of referral pathways for GBV survivors and children requiring specialized protection services.
- Ensure project staff understand confidentiality, informed consent and survivor-centred approaches.
- Ensure children are protected from exploitation, abuse and hazardous activities during project implementation.

D. Safeguarding, PSEA and Accountability

- Support implementation of UNIDOR's safeguarding, PSEA and Code of Conduct policies.
- Orient project staff, volunteers and community structures on PSEA and safeguarding.
- Support accessible and confidential community feedback and complaints mechanisms.

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- Promote transparency and accountability in beneficiary selection and distribution processes.
- Ensure safeguarding concerns are reported and referred through established organizational procedures.

E. Capacity Building and Community Engagement

- Train and mentor WASH and FSL staff on gender and protection mainstreaming.
- Conduct community awareness and dialogue sessions on gender equality, protection and inclusion.
- Survivor Referral and GBV Response Coordination
- Strengthen the capacity of community structures to identify and address protection risks.
- Promote meaningful participation of women and vulnerable groups in project decision-making.

F. Monitoring, Reporting and Coordination

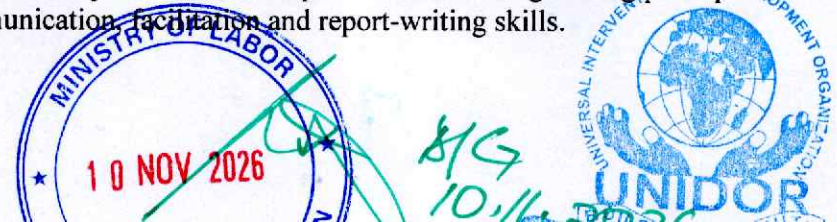
- Develop and implement a Gender and Protection Mainstreaming Action Plan.
- Conduct regular field monitoring to assess safety, accessibility and inclusion across project activities.
- Prepare monthly and quarterly gender and protection reports.
- Document protection risks, mitigation measures, lessons learned and recommendations.
- Coordinate with relevant government authorities, community structures and protection service providers.
- Contribute to donor reporting and participate in relevant coordination meetings.

4. Qualifications and Experience

- Bachelor's degree in Social Work, Gender Studies, Development Studies, Sociology, Human Rights, Protection or a related field.
- Minimum three (3) years of relevant experience in gender mainstreaming, protection, GBV prevention, child protection or safeguarding within humanitarian or development programmes.
- Demonstrated experience in protection mainstreaming within WASH, FSL, livelihood or community-based interventions.
- Experience conducting protection risk assessments, community mobilization and capacity-building activities.
- Knowledge of GBV guiding principles, child safeguarding, PSEA, and accountability to affected populations.
- Experience working with vulnerable and crisis-affected communities.
- Previous experience in Unity State or similar humanitarian contexts will be an advantage.

5. Skills and Competencies

- Strong understanding of gender equality and protection mainstreaming.
- Knowledge of GBV prevention, child protection and safeguarding principles.
- Strong communication, facilitation and report-writing skills.



- Ability to work with multidisciplinary teams and community structures.
- Good analytical, organizational and problem-solving skills.
- Ability to undertake regular field travel in Mayendit County.

Languages: Fluency in English is required. Knowledge of Nuer or other local languages spoken in Mayendit will be an advantage.

6. Reporting Arrangements

The Gender and Protection Officer will report directly to the WASH Project Manager and work closely with the WASH, FSL and MEAL teams. Technical guidance will be provided by UNIDOR's Protection/Programme Management Team.

7. Key Expected Deliverables

- Gender and Protection Mainstreaming Action Plan.
- Protection risk assessments for WASH and FSL activities.
- Updated protection referral pathway mapping.
- Staff and community safeguarding/PSEA orientation reports.
- Regular field monitoring and protection mainstreaming reports.
- Technical contributions to monthly, quarterly and donor reports.

8. Safeguarding and Code of Conduct

The successful candidate must adhere to UNIDOR's Code of Conduct, Child Safeguarding Policy, PSEA Policy and other relevant organizational policies. The candidate must demonstrate commitment to confidentiality, non-discrimination, accountability and zero tolerance for sexual exploitation, abuse and harassment.

9. Application Procedure

Interested candidates should submit an updated CV, cover letter, copies of relevant academic qualifications, and contact details of three professional referees through the recruitment channel indicated in the vacancy announcement: recruitment@unidorss.org, vicky@unidorss.org, CC: protection@unidorss.org. No later than ***Thursday, 26 Nov 2026***

Please indicate **"Gender and Protection Officer – Mayendit, Rubkoona"** in the application subject line.

Only shortlisted candidates will be contacted.

Female candidates are strongly encouraged to apply. UNIDOR is an equal opportunity employer committed to safeguarding and protection.

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10 NOV 2026
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8/9
10.11.2026