



SD-H-3
Approved by Senior Inspector
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CARE South Sudan is an International NGO working in South Sudan. CARE and its partners work with vulnerable communities to address the underlying causes of poverty and promote peace and development, through its strategic goal to reduce poverty by empowering women, enhancing access to resources and services, and improving governance.

Position:	Gender and Inclusion Specialist
Department:	Program
Location:	Juba
Reports to:	SSJR Project Manager/Area Manager
Provides supervision to:	N/A

JOB SUMMARY

The Gender and Inclusion Specialist will be responsible for technical oversight and support of the Gender and age sensitivity activities under the "Top up" funding for the SSJR 2022-2023 that will be implemented in Pibor, Wau, Malakal, Aweil, Tonji and Lainya. The Gender and Inclusion Specialist will closely work with the JR Partners both INGO & NNGOs which include, HAC, Dorcas, CEDSS, WDG, WOCO, ACROSS and CARE South Sudan as the lead consortium member for the Top up funding. The Gender and Inclusion Specialist will increase gender and social inclusion mainstreaming within the SSJR Consortium. The activities will target all six SSJR project locations and partners will benefit from a solid Gender and Social Inclusion Analysis. S/he will establish and chair a Consortium level Gender and Social Inclusion Working Group aimed to identify issues that relate to the gender and social inclusion mainstreaming in the project.

Specific roles and responsibilities of Gender and Inclusion Specialist.

- A Consortium-level Gender and Social Inclusion Specialist will support the partners with capacity strengthening trainings and mentorship based on identified capacity gaps.
- Map existing situation to show institutional barriers using Gender and Social Inclusion Analysis (with a focus on age and disability) and list the key issues pertaining the gender norms, as well as showing different needs, capacities, aspirations of different groups of women, girls, men, and boys.
- Conduct needs assessment of separate groups and age brackets of women, girls, men, and boys with and without disabilities pose a threat of exclusion of certain group or another and ensure that aid is solely delivered based on needs of affected population.

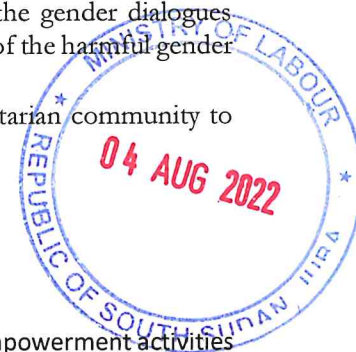


- Develop a Gender Action Plan (GAP) to improve gender and social inclusion through addressing attitudinal, environmental, and institutional barriers to inclusion and gender mainstreaming; and ensure the GAP adopted by Consortium partners in the response based on the Gender and Social Inclusion Analysis.
- Support the partners in reporting on and utilizing the Sex Age Disaggregated Data (SADD) for improved programming.
- Creating a road map for the partners using the GAP to promote inclusion of all groups of women, girls, men, and boys with and without disabilities of all ages, while also addressing issue of intersectionality.
- Identify barriers to participation and inclusion of different groups of women, girls, men and boys with and without disabilities using these structured sessions.
- Pilot the gender and inclusion dialogues within the project and their impact as well as potential to change which will be used as a learning tool to design similar activities under the Consortium.
- Support the local partners (ACROSS, CEDSS, WDG and WOCO.) to conduct gender and social inclusion dialogues with the community members that will help to identify some of the gender norms that lead to exclusion of certain groups within the community.
- Strengthen the accountability component throughout the project cycle by conducting meetings and using these meetings as an opportunity to raise awareness on the barriers within the Consortium.
- Organize and share monthly updates and identify issues that relate to the gender and social inclusion mainstreaming in the project. These regular meetings on GAP will help to understand the progress and offer support to address bottlenecks.

Open a forum for the community members to come together and discuss some of those norms through a facilitated process.
- Develop tools for tracking social norm change component that addresses the attitudinal barriers to gender and social inclusion.
- Embed and mainstream the gender and social inclusion within the existing multi-sectoral and multi-partner approach using the Gender and Social Inclusion Analysis and GAP which will cover all the project locations where Consortium partners operate.
- Strengthen the capacity of the local organizations by conducting a capacity assessment in terms of gender and social inclusion, and later on implementing tailored capacity strengthening plans for them.
- Guide Consortium partners on implementation approach including leading the gender dialogues which aim to promote gender equality and social inclusion by addressing some of the harmful gender and social norms.
- Circulate the Gender and Social Inclusion Analysis with the broader humanitarian community to inform programming and allow for a better coordinated action.
- *Knowledge of Arabic and any other local language*

Required Qualifications

- University degree in Gender Studies, Social work or relevant social science.
- Minimum five years of experience working on gender and women's economic empowerment activities in South Sudan
- Must have proven track record and experience in gender analysis and power analysis of a similar or related assignment
- Specific experience in designing, development, implementation, monitoring and evaluation of Gender and SBC strategies and materials as well as related training
- Strong ability to design and conduct qualitative research that addresses project learning priorities
- Strong written and oral communications skills in English





Desired Qualifications

- Knowledge of Arabic and any other local language
- A passion for learning, investigation and for working in economic development
- A positive, collaborative attitude
- Reliability and ability to work independently and in a team environment.
- Ability to build the capacity of colleagues and partners in integrating gender and women's economic empowerment into programming
- Excellent English written and oral communication skills

REQUIRED PERSONALITIES

- **Be Flexible and Adaptive** – given the pace and frequency at which conditions may change in South Sudan, team members are expected to be agile with position requirements, adapting to changing circumstances for successfully meeting the objectives of the contract.
- **Be Collaborative and Inclusive** – individual team members are expected to model openness to new and competing ideas, seek feedback from colleagues, demonstrate and internalize respect for diverse opinions, and proactively create safe spaces for participation in decision-making processes to ensure the views of different groups, gender, and levels of understanding and experience within systems.

HOW TO APPLY

The position will be based in **Juba**. This position is ONLY open to South Sudanese Nationals. Opening Date **4th July 2022** and Closing date CARE South Sudan receiving application will be **23rd August 2022**.

Applications and CVs should be delivered to: jobs.southsudan@care.org Or Hand delivery to CARE Office NPA Building 3rd floor, Martyrs Street Juba South Sudan.

CARE is an Equal Opportunity Employer, promoting gender, equity and diversity and women candidates are strongly encouraged to apply.

