



## JOB ADVERTISEMENT

Job Title:	Protection Officer (2 Positions)
Location:	Twic and Ulang
Recruitment Status	Local Recruitment
Reports to:	APOC
Posting Date	28 <sup>th</sup> January 2026
Closing Date	17 <sup>th</sup> February 2026



### **General Programme Description**

GOAL is an international humanitarian non-governmental organization (INGO) that has been working in South Sudan since 1985. The organization has been responding to the humanitarian crisis since 2013, with a strong focus on health, nutrition, WASH, and food security and livelihoods.

GOAL South Sudan implements emergency, early recovery, and development programmes through a multi-sectoral approach across Central Equatoria, Warrap, Greater Upper Nile, and the Abyei Administrative Area. Guided by its strategy, "From Crisis to Resilience," GOAL works to strengthen community resilience and improve access to quality essential services.

GOAL plans to expand its support to the Ministry of Health in the delivery of quality primary health care services in Renk and Manyo Counties, contributing to improved health outcomes for vulnerable populations.

### **Job purpose**

The Protection Officer will ensure quality implementation of protection mainstreaming within health and nutrition activities. The role involves conducting protection assessments, strengthening the capacity of programme participants on protection mainstreaming, and supporting emergency responses for persons with specific needs, while ensuring the effective inclusion of age, gender, and diversity (AGD) considerations.

The Protection Officer will be responsible for mapping existing service providers, developing facility-specific information on available protection and GBV services, and establishing clear referral pathways for accessible protection services. In addition, the role will involve conducting protection and GBV audits across all supported facilities and developing action plans to address identified gaps.

The Protection Officer will uphold and strictly adhere to the principle of confidentiality in the handling of all information obtained during the course of activities.

### **Key Roles & Responsibilities**

- Conduct protection risk analysis in the assigned county and, in coordination with county teams, work with community stakeholders to develop and implement risk reduction mechanisms.
- Carry out rapid protection assessments and refer at-risk individuals to appropriate service providers, including PHCUs, PHCCs, County Hospitals, and other organizations providing social protection services, and support the development of clear referral pathways.
- Conduct mapping of existing service providers within the county and regularly update information on available services and their accessibility, particularly for persons with specific protection needs.
- In collaboration with health and nutrition teams, integrate protection considerations into capacity-building sessions for health and nutrition service providers and relevant community groups.



- Conduct regular protection and GBV audits across all supported health and nutrition facilities.
- Develop and implement protection action plans to address gaps identified through audits, and work closely with the MEAL team to establish a protection mainstreaming monitoring framework.
- Work with health, nutrition, and community teams to facilitate effective internal referrals.
- Prepare and submit regular reports on protection trends, risks, and activities to the County Health and Nutrition Manager and APOC.

#### Representation

- Attend national, state, and county-level coordination mechanisms related to Protection and GBV.
- Represent GOAL in relevant Technical Working Groups (TWGs), government departments, international agencies, local partners, and donors, as required.
- Participate in relevant meetings, prepare concise meeting notes, and share updates and action points with all concerned stakeholders in a timely manner.

#### Learning

- In collaboration with the MEAL and field teams, document and share key learnings and best practices to support wider stakeholder engagement.
- Contribute to internal and external learning products, reflection sessions, and adaptive management processes.
- Work with relevant teams to organize learning and knowledge-sharing opportunities for both internal and external stakeholders.
- Perform any other duties as assigned by the supervisor, in line with programme needs.

#### Job/Persons Specifications

- A minimum of a diploma in Social Sciences or a related field is required; a university degree is an added advantage.
- A Qualified Social worker with at least 3 years' experience in similar positions in INGO, community development or protection programme
- Demonstrated experience in mainstreaming protection within health and nutrition programmes.
- Proven management and coordination experience with international organizations or agencies.
- Experience in conducting protection risk mapping and analysis is highly desirable.
- Strong verbal and written communication skills, with the ability to communicate clearly and effectively and facilitate collaboration.
- Excellent interpersonal skills and the ability to work effectively in a multi-cultural environment.
- Experience in liaising and coordinating with government authorities, NGOs, and donors.
- Willingness and ability to travel to remote locations within South Sudan.
- Proven experience in training and capacity building of staff and community stakeholders.
- Highly motivated and flexible, with the ability to work extended hours when required to achieve programme objectives.
- Fluency in written and spoken English is required. Proficiency in spoken Juba Arabic is essential, and knowledge of the local language(s) in the area of operation is an added advantage.

#### Equal opportunities

GOAL practices and does not discriminate because of ethnic background, color, age, disability, marital status, religion, or gender and will practice positive gender employment as far as possible. However female candidates who meet the above job requirements are strongly encouraged to apply.



### Safeguarding

Children and vulnerable adults who meet GOAL because of our activities must be safeguarded to the maximum possible extent from deliberate or inadvertent actions and failings that place them at risk of abuse, sexual exploitation, injury and any other harm. One of the ways that GOAL shows this ongoing commitment to safeguarding is to include rigorous background and reference checks in the selection process for all candidates.

### Accountability within GOAL

Alongside our safeguarding policy, GOAL is an equal opportunities employer and has a set of integrity policies. Any candidate offered a job with GOAL will be expected to adhere to the following key areas of accountability:

- Comply with GOAL's policies and procedures with respect to safeguarding, code of conduct, health and safety, confidentiality, do no harm principles and unacceptable behaviour protocols.
- Report any concerns about the welfare of a child or vulnerable adult or any wrongdoings within our programming area.
- Report any concerns about inappropriate behaviour of a GOAL staff or partner.

### General Terms and Conditions

This Job Description only serves as a guide for the position available. GOAL reserves the right to change this document.

### Application procedures

Interested Persons who meet the qualifications, experience and skills are required to submit their applications through the details provided below:

1. For online applications, candidates are advised to submit your cover letter, updated CV plus copies of academic certificates & Nationality ID to [goaljobs@ss.goal.ie](mailto:goaljobs@ss.goal.ie) **Your attachment must not be more than 5MBs.**
2. For candidates who will wish to submit their applications in hard copy, drop your applications at GOAL head office located along Kololo Road near Sector four Police post in Tongping clearly addressed to the Human Resource Department, GOAL South Sudan P.O Box 166 Juba **Or** GOAL office in Twic or Ulang with the Job title **Protection Officer-Twic Or Ulang.**
3. Note, this is a national recruitment for South Sudanese citizens only.

Do not submit original documents – GOAL will not be held liable for any lost documents. GOAL does not return applications and will retain documents in accordance with organisational policies.

**Only shortlisted Candidates will be contacted**

