

Approved  
50 H3  
MOL



## VACANCY ANNOUNCEMENT

**Title: Senior Social Workers (1)**

**Location: Kodok**

**Report to: Protection Manager**

**Starting Date: As soon as Possible**

### Background

**Nile Initiative Development Organization (NIDO)** is a National Organization working in Upper Nile State for a period of more than six (6) years with the specialty in provision of essential Health Services to the vulnerable population. NIDO's major objective is to improve on basic health care to vulnerable communities, increase access to primary health care services, and reduce extreme level of poverty among the needy population while addressing socio-economic related issues affecting population in Upper Nile State such as vulnerable children, women, youths and persons with disabilities in order to make them realize their potentials and true values of human life.

### The overall aims of the Child Protection CPP objectives are:

- To ensure the child is safe and prevent him or her from suffering further harm by supporting the strengths, addressing the vulnerabilities and risk factors and helping meet the child's unmet needs;
- To promote the child's welfare, health and development; and.
- To strengthen the capacity of children to participate in their own protection.
- To give girls and boys child-friendly access to asylum, refugee and other legal procedures, and to essential documents.

### This document

This document sets out the specific Terms of Reference (ToR) for one Senior Social Worker to be based in Kodok office.

The Senior Social Worker shall be working under the management of NIDO and will report to Child Protection Program Manager.





## **ROLE PURPOSE:**

Under the guidance and technical support of the CP Protection, Senior Social Worker and Social Worker are responsible for working closely with children, community and government stakeholders. She/he is responsible for provision of effective, efficient and quality psychosocial support, reunification and reintegration services for children at risk of or victims, best interest determination panel and other support activities to respond to the children's problems. She/he works in establishing/strengthen community-based child protection mechanisms to prevent and protect children from child protection risks. She/he supports child protection Program Manager in implementing child protection projects at county or Payam level by engaging community, government and other stakeholders.

## **KEY AREAS OF ACCOUNTABILITY:**

- Program Management
- Lead and facilitate best interest determination (BID) panel to guarantee best interest of the children.
- Conduct family tracing and reunification in Upper Nile State and declared children at risk.
- Identify, register and refer abused and exploited children for child protection services.
- Promote and improve quality service delivery to fulfil children right based on CP vision, mission and values.
- Lead and facilitate psychosocial support for children at risk or victims.
- Facilitate placement of children in foster or kinship care arrangements and regularly follow up situations of children,
- Facilitate and lead the economic empowerment of families and their children.
- Identifies community-based child protection mechanisms capacity gaps and participates in building their capacity.
- Facilitate and lead community awareness raising and sensitization programs to promote positive values of the society towards children.
- Facilitate and provide trainings, workshops for community members, and other stakeholders.
- Work closely with targeted Payam relevant government offices and community-based child protection structures to provide psychosocial support for children.
- Document best practices of the project activities and share with relevant agencies.



## “BETTER LIVES & HEALTHY ENVIRONMENT”

- Performs other related activities as assigned by his immediate supervisor.
- Generate timely and quality reports on demands
- liaise with key stake holders and partners
- Closely working with community, community mobilization, and reunifications
- Activating referral pathways and ensure strengthen of referral pathways
- Identify most vulnerable children and register for priority responses

## **SKILLS AND BEHAVIOURS (our Values in Practice)**

### **Accountability:**

- Holds self-accountable for making decisions, managing resources efficiently, achieving and role modelling NIDO values
- Holds the team and partners accountable to deliver on their responsibilities - giving them the freedom to deliver in the best way they see fit, providing the necessary development to improve performance and applying appropriate consequences when results are not achieved

### **Ambition:**

- Sets ambitious and challenging goals for themselves (and their team), takes responsibility for their own personal development and encourages others to do the same
- Widely shares their personal vision for NIDO, engages and motivates others
- Future orientated, thinks strategically

### **Collaboration:**

- Builds and maintains effective relationships, with their team, colleagues, members and external partners and supporters
- Values diversity, sees it as a source of competitive strength
- Approachable, good listener, easy to talk to

### **Creativity:**

- Develops and encourages new and innovative solutions
- Willing to take disciplined risks







## Integrity:

- Honest, encourages openness and transparency

## QUALIFICATIONS AND EXPERIENCE

- Degree/Diploma in the field Sociology, Social Work, Psychology, or relevant Social Sciences, Community development, Psychiatric Nurse or equivalent
- Relevant work experience of 2 years for Degree holders and 4 years for Diploma holders is required
- Previous working experience in child protection in general and case management, community mobilization, psychosocial support, reunification/reintegration in particular is preferable.
- Computer literacy in all the Microsoft office applications, and internet literacy are required
- Good communication skills
- Fluency in English, writing and speaking
- Knowledge of native language-Arabic is an asset.
- Commitment to NIDO values

## Females are strongly encouraged to apply for this post.

Application, full CV, copy of qualifications and experience certificates should be delivered directly to NIDO HR Department South Sudan Country Office in Hai-Jalaba, Juba. Or you can apply through **Email:** [nidoorg1@gmail.com](mailto:nidoorg1@gmail.com) / [petergatbel@nido-ss.org](mailto:petergatbel@nido-ss.org) / [kechpal@nido-ss.org](mailto:kechpal@nido-ss.org) / [thoangatbel13@gmail.com](mailto:thoangatbel13@gmail.com) / [kechpal3@gmail.com](mailto:kechpal3@gmail.com). Only short-listed candidates will be contacted for written test and interviews.

## Disclaimer:

Nile Initiative Development Organization does not charge any kind of fee at whichever stage of the recruitment process and does not act through recruitment agents. NIDO will be undertaking child safeguarding checks for all candidates. Selected candidate will ask to provide police checking prior to signing contract.

**Date of issue: 11/03/2024**

**Deadline for submission: The closing date for application is 28<sup>th</sup> 03, 2024**

Due to the urgency of the position, applications will be reviewed on a rolling basis.

