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MABU  
24/6/2026



**OXFAM**

**OXFAM SOUTH SUDAN**

P.O.Box 239 Kees road- off airport road,

South of Japanese Embassy

JUBA – SOUTH SUDAN

External / Internal Advert

Oxfam is a global movement of people working together to end the injustice of poverty.

That means we tackle the inequality that keeps people poor. Together we save, protect and rebuild lives. When disaster strikes, we help people build better lives for themselves, and for others. We take on issues like saving lives, governance and peace building, education, land rights and discrimination against women. And we won't stop until every person on the planet can enjoy life free from poverty.

We are an international confederation of 19 organizations (affiliates) working together with partners and local communities in the areas of humanitarian, development and campaigning, in more than 90 countries.

All our work is led by three core values: Empowerment, Accountability, Inclusiveness. To read more about our values please click [here](#)

### The Role

Oxfam has been working in South Sudan since 1983. Our Programmatic Strategy concentrates on saving lives, Resilient Livelihoods, Advancing Gender Justice and Good Governance and Active Citizenship through a full spectrum platform that includes humanitarian response, recovery and resilience, long term development and policy and advocacy. Oxfam currently operates via six area field offices in South Sudan. (It also works in partnership with several national organisations and community groups.

**Position: Safeguarding Coordinator**  
**Reports to: Country Director**  
**Location: Juba, South Sudan**  
**Grade & Level: C2 National**  
**Contract Type: Fixed Term**  
**Number of posts: 1**  
**Duration of Contract: 31<sup>ST</sup> MARCH 2027**

### KEY RESPONSIBILITIES:

Due to the extremely fluid context in South Sudan, the responsibilities and working locations for this role are subject to change based on evolving needs. The post-holder must, therefore, maintain flexibility and be prepared to travel widely across South Sudan, as security and access permit.



- Member of the country senior management team with responsibility for advising senior managers and technical teams on SG-related issues and processes
- Play a key role in engaging with the existing South Sudan PSEA Network and ensure learning from the engagement feeds into the safeguarding work of Oxfam South Sudan
- Design and deliver training in line with safeguarding shared service materials on awareness raising and other capacity-building activities for staff, affiliated person volunteers, Communities in need (Beneficiaries), and others across Oxfam in South Sudan
- Provide support and guidance to staff/others on safeguarding policies and procedures including reporting mechanisms and the safeguarding case management process.
- Support and work alongside Safeguarding Focal Points in developing training materials and awareness-raising measures, reporting mechanisms, and other safeguarding procedures
- Sensitively receive complaints and refer all of them, in collaboration with the CD, within 24 hours to the Safeguarding Team at Oxfam GB
- Support Oxfam GB's Safeguarding Team (if needed) with Safeguarding Investigations
- Support the Country Team in developing an understanding of the information needs of Oxfam staff, counterparts, and beneficiaries in relation to safeguarding.
- Support and work alongside the relevant Technical Teams e.g. Gender, Protection, Human Resources, the Safeguarding Team at Oxfam GB, Regional Safeguarding Advisor HECA, local GBV Sub-cluster, and local PSEA Network to create and maintain information on local referral pathways for survivors (to include medical, psychological, legal, and security support as needed).
- Facilitate access to first line support for survivors and witnesses, including refer medical, psychosocial, legal, and security services.
- Work with technical teams such as MEAL to engage the community and Partners on design of accessible Safeguarding reporting mechanisms and raise awareness of these reporting mechanisms in the community.
- Support Oxfam GB Safeguarding Advisors to conduct Safeguarding and programming risk assessments in the country.
- Support Program Teams to mitigate Safeguarding risks in program activities (including reviewing programme risk assessments)



- In collaboration with Human Resources, promote amongst employees (including managers) best Safeguarding practices, awareness of Safeguarding policies and procedures including safer recruitment, as well as reporting options.
- Support the Country Director, Oxfam GB Safeguarding Team, and Regional Safeguarding Advisors to shape Oxfam South Sudan's Safeguarding strategy, implement safeguarding policies, and report back to the Country Leadership Team on progress.
- Report Safeguarding initiatives carried out, such as training and awareness-raising, to the Country Director and Oxfam GB Safeguarding Team Others
- Required to adhere to Oxfam's principles and values as well as the promotion of gender justice and women's rights.
- Understanding of and commitment to adhere to equity, diversity, gender, child safety, and staff health and wellbeing principles.

### Experience, Knowledge & Competencies

- Experience working with children and adults who have witnessed or experienced exploitation and abuse and working to prevent sexual exploitation and abuse.
- Master's degree or bachelor's degree in social sciences and humanities, including but not limited to development studies, law, sociology, international relations, and related fields
- Minimum of five years' experience in safeguarding / PSEA, protection, gender, GBV, or related fields.
- A clear understanding of sexual harassment, exploitation, and (child) abuse risk factors (such as gender and power inequalities)
- Demonstrable experience in working with survivors of sexual violence.
- Skilled in identifying and mitigating risks
- Strong facilitation and presentation skills
- Excellent written and spoken English.
- Strong IT skills
- Excellent communication skills, especially active listening
- Ability to work collaboratively with a wide range of stakeholders and influence using a variety of different styles, considering cultural differences
- Commitment to upholding and modelling Oxfam's values, demonstrating integrity, diplomacy, professionalism, reliability and resilience always.
- Ability to quickly build personal rapport and trust.
- Empathy for the challenges survivors face in reporting and the pressure an investigation places on all stakeholders, including the alleged perpetrator and management
- Ability to think analytically, draw logical conclusion and evidence points made
- High degree of organizational ability, working well under pressure and to deadlines
- Strong and clear communicator and public speaker, capable of delivering messages appropriately to a variety of audiences, building a sense of passion and engagement.



- Excellent self-awareness and understanding of the need for self-care.
- Able to work professionally and with a high degree of confidentiality always

**Desirable**

- Working in an I or INGO or UN agency.
- Working in challenging field locations e.g. refugee camps and IDP camps
- Working in different locations or having good knowledge of cultural contexts
- Strong and clear communicator and public speaker, capable of delivering messages appropriately to a variety of audiences, building a sense of passion and engagement.
- Experience in safeguarding investigation.
- Knowledge of and experience in the South Sudan context

This position is open to **South Sudanese Nationals Only**, and **Female candidates with relevant qualifications and experiences are strongly and highly encouraged and recommended to apply.**

Understanding of and commitment to adhere to equity, diversity, gender, child safety and staff health and wellbeing principle.

Deadline for submission of applications is **14 July 2026**. Interested Applicants should send their soft copies of their Cvs, cover letters and copies of academic certificates responding to the Required Technical Skills, Experience and Knowledge to our links:

**Internal Candidates:** <https://jobs.oxfam.org.uk/internal/vacancy/24776/description>

**External Candidates:** <https://jobs.oxfam.org.uk/jobs/vacancy/24776/description> **And hard copies to Oxfam Juba heard Office.**

*Oxfam is committed to safeguarding and promoting the welfare of children, young people and adults and expects all staff and volunteers to share this commitment. Oxfam expects all staff and volunteers to share this commitment through our code of conduct. We will do everything possible to ensure that only those that are suitable to work within our values are recruited to work for us. This post is subject to a range of screening checks.*

**Note:** All offers of employment will be subject to satisfactory references and may be subject to appropriate screening checks, which can include criminal records and terrorism finance checks.

