



Women Initiative for Development Organization (WIDO)

Towards empowering Women, Children and Youth in South Sudan

TERMS OF REFERENCE (TOR) FOR ENGAGING THE CONSULTANT TO TRAIN COMMUNITY IN BOR ON CLIMATE CHANGE AND ENVIRONMENTAL PROTECTION.

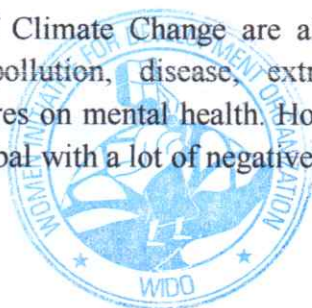
1. Background

Women Initiative for Development Organization (WIDO) is a registered National Organization with aims to build a strong foundation of social change and community development approaches to address the problems of environmental degradation and pollution in South Sudan. It addresses as well women, children and girls' entrepreneurial skills through initiation of livelihood and food security activities to improve household income and access to nutritious food, sexual and gender-based violence, harmful customs on women and girls, child labor and trafficking, community insecurity and conflicts, poor governance, illiteracy and public health through provision of clean Water, Sanitation and hygiene WASH in South Sudan. Our vision is a South Sudanese society, "free from the violations of the human rights of women and children".

Our mission is to develop, shape and empower South Sudanese women to advocate for environmental policies that foster equal economic opportunity, promote peace and secure human rights for women and children. Therefore, Women Initiative for Development Organization (WIDO) is in partnership with Civil Rights Defenders CRD to implement environmental protection under a project called "enhancing environmental protection in South Sudan" implemented in Renk, Ruweng, Abyei, Unity State and Upper Nile State. The aim is to conduct workshop on Climate change and protection in Bor South County, Jonglei State by documenting ideas shared on environmental protection.

2. The Content of the Workshop.

The negative impacts of Climate Change are already harming the health of human and animals, through air pollution, disease, extreme weather events, flooding, forced displacement, and pressures on mental health. However, climate change has been a topic of discussion around the global with a lot of negative impacts being seen by the populace. In the



context of South Sudan, factors or causes of climate change have been identified these primarily include flooding, deforestation, burning fossil fuels, population growth, and consumer practices. Addressing fundamental health disparities which are linked to climate change is really an essential part of realizing protective and safe environment. The most important thing is the community development and engagement through a collaborative working together and two-way exchange of ideas.

The aim of this workshop is for the consultant to conduct workshop for the community on the negative impacts of climate change and need of environmental protection. As a forum for sharing the ideas for protecting the environment, the consultant will develop the tools for appropriate environmental response, and taking into account of language requirements of participants and their cultural contexts. The content will build on the existing knowledge and experience to offer opportunities to engage in a meaningful and participatory manner in an effort to provide an inclusive finding on the climate change.

Participants will gain knowledge on a variety of environmental hazards, including the impacts of wildfire, heat, and flooding. The participants will share their experiences, strategies and lessons learned in preparing for extreme weather events and provided tools and resources for protecting workers before, during, and after the event. These sessions will provide an opportunity for attendees to ask questions and learn strategies for protecting the environment.

2. Consultancy objective:

Women Initiative for Development Organization is conducting workshop on climate change and environmental protection to understand critically the needs of the community to protect themselves from natural hazards such as

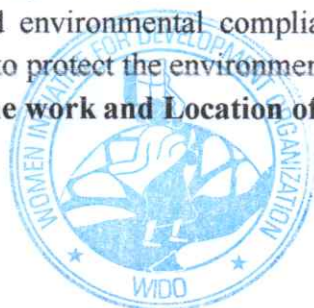
1. To conduct community-based climate change and protection workshop on the engagement of the community members for awareness raising.
2. To revise or redefine programmatic focus in line with the ideas shared by the workshop on durable solutions which are relative to environmental conservation.
3. Provide a forum through which community members can share ideas and make suggestions on how climate adaptation strategies be conceptualized to cope with the potential climate changes and environmental challenges being faced

3. Expected Deliverables

The resource persons under this consultancy will be contracted to conduct community-based participatory workshop on climate change and protection and will be expected to;

- To provide a clear and comprehensive report on the workshop to be adopted as the work plan to address the potential challenges associated with climate change
- Recommend any possible climate change models, research gaps, lessons learned, and potential steps to improve modelling of health risks associated with climate change.
- Commend environmental compliance to the communities and WIDO for the best practices to protect the environment.

4. Duration of the work and Location of workshop



This consultancy will be undertaken for 2 days based on its size including reporting the outcome of the workshop. This exercise will start on 10/06/2023-15/06/2023 in one of the hotels to be yet identified in Bor Town. Any extension of the date will be discussed by WIDO and the contracted consultant.

5. Required expertise and qualifications

- The resource person should have at least a master's degree in Environmental Science and climate change, financial management, and public administration with knowledge of human rights or other related fields. An education on development studies will be an added advantage.
- The resource person should have extensive experience on project management to help relate impact of climate change with the available WIDO's focus on the climate protection.
- A strong understanding of the civil society space especially women human rights organizations in South Sudan is required.

6. Payment schedule

The consultant will receive the total payment after the completion of workshop and the payment will be through account transfer. This payment is upon the approval of the final reports by Women Initiative for Development Organization.

7. Application procedure;

- Cover Letter.
- Curriculum Vitae and comprehensive profile of the consultant.
- Copies of relevant consultant academics documents and national Id/passport.
- Proposal for implementing the assignment with realistic budget quoted in USD.





Women Initiative for Development Organization WIDO Job Advertisement

Job Title	FSL Project Officer
Job Opening Date	24 th May, 2023
Job Closing Date	7 th June, 2023
Reporting line	Project Coordinator
Job Duty Station	Makal County, Uper Nile State

The application will be reviewed on rolling basis for the urgency of the position

About WIDO

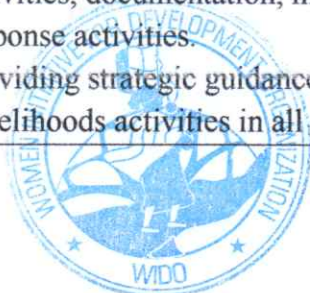
Women Initiative for Development Organization (WIDO) is a registered National Organization in 2017 with aims to build a strong foundation of social change and community development approaches to address the problems of environmental pollution, women, children and girls' entrepreneurial skills through initiation of livelihood and food security activities to improve household income and access to nutritious food, sexual and gender based violence, harmful customs on women and girls, child labor and trafficking, community insecurity and conflicts, poor governance, illiteracy and public health through provision of clean Water, Sanitation and hygiene WASH in South Sudan. Our vision is a South Sudanese society, "free from the violations of the human rights of women and children". Our mission is to develop, shape and empower South Sudanese women to advocate for policies that foster equal economic opportunity, and secure human rights for women and children and promote peace

Overall Objective of Livelihood, Food Security & Resilient Project Manager

The FSL Project Officer will be responsible for managing and ensuring the implementation livelihood activities in Makal County for the period of project schedule. She will be able to report on the planned livelihood activities such as community engagement, mobilization, and identification of the beneficiaries, sensitization and mobilization of the beneficiaries to benefit from the agricultural and protection activities; identification of existing small garden groups and selection of small women garden groups with each group composing of members, distribution of agricultural tools, facilitate skills training to small farmer women garden groups on basic food production skills, entrepreneurship, book-keeping, financial management, conduct sensitization and awareness-raising campaigns on preventing sexual exploitation and abuse and gender-based violence among the communities, Train local authorities on their protection roles to document to protect communities against GVB cases, and training of small garden women group on prevention of sexual exploitation and abuse, Gender-based violence, of rights and dignity of persons.

Duties and responsibilities

- Execute different activities in areas of FSL such as, undertaking implementation of FSL project activities, documentation, monitoring and evaluation, and participating in any emergency response activities.
- Providing strategic guidance and building the capacity of the team to deliver the planned Livelihoods activities in all the project sites.



- Liaise with beneficiaries, local government technical staff, and FSL staff in coordination office on WIDO project team members at the Headquarters on FSL related issues and other operational factors that influence consistent delivery of FSL services at the project sites.
- Assist to carry out food security assessments and surveys amongst affected populations and support to FSL Project Coordinator on appropriate FSL programming.
- Provide regular updates to Project Coordinator on the overall food security and livelihoods situation, including areas of food access and availability, market access, coping strategies, fishing and agriculture.
- Sustains FSL standards in the area of beneficiary targeting, activity implementation, documentation, monitoring & evaluation, report writing in line with internal rules and regulations, funding regulations and Action Against Hunger Charter of Principles and Core Values.
- Ensure the effective implementation of the Food Security and livelihood (FSL) activities related to meet the required interventions in Makal County with attention on qualitative aspects of work.
- Develop specific IEC and messaging appropriate for the intervention and FSL activities including good agricultural and fishing practices in emergency farming and fishery aspects.
- Fostering positive environment that supports values of women and men's equal access to information; and provides a conducive environment where women and men must be promoted based on the performance objectives.
- Ensure the process of mapping targeted villages, beneficiaries' identification and verification in collaboration with host communities, returnees, Internally Displaced Persons (IDPs, relevant local authority and partners in a transparent manner.
- Ensure effective mobilization and sensitization of the communities and other key stakeholders on project implementation strategies.
- Ensure process and impact monitoring of FSL Project activities in collaboration with community leaders and incentive workers at the field level.
- Ensure that all work is carried out in a way that is sensitive to community needs, conflict sensitivity, gender and protection issues; and promote the full and equal participation of women in all aspects of the work.
- Ensure that livelihood inputs distribution (seed, tools and fishing gear) activities adhere to the principles and rules of community-based targeting and distribution system.
- Provide effective training, support and supervision to volunteers or Beneficiaries and Tally Clerks on roles and responsibilities to ensure that project deliveries adhere to humanitarian principles, humanitarian sphere standard and agreed programme quality.
- Facilitate the establishment of mechanisms for community participation that will foster ownership and understand the exit strategy and facilitate a smooth handover or exit process.
- Ensure effective communication systems are maintained between the food security/livelihoods team and other unit's logistics and finance within the programme.
- Establish networks and actively engage in relevant food security-related and other coordination and cluster meetings in Makal county.
- Prepare and submit quality weekly updates, monthly and quarterly report to meet the deadlines.



Education:

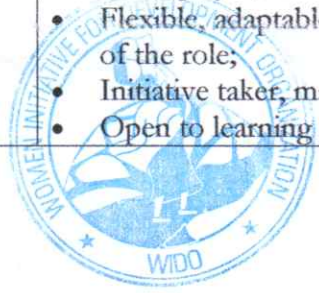
- At least a Diploma in agriculture studies (fisheries, crop production and management, horticulture, floriculture etc.), economics and community development studies from recognised institutions of learning. A bachelor's degree in this discipline will be an added advantage
- At least 3-years' experience of working in South Sudan implementing projects.
- Minimum of three (3) years in relief and /or development work with NGO or Government, preferably work on livelihood-based projects/programmes.
- Ability to work as part of the team and having strong analytical, problem-solving and conceptual, good communication and negotiation Skills.
- Good understanding and knowledge of community-based targeting and distribution systems.
- Good understanding of community facilitation, and good community mobilization skills.
- Knowledge of FSL (previous food security experience indispensable, in particular agricultural practices, seed varieties, fishing practices and techniques) • Experience in programme design, monitoring, evaluation and reporting;
- Ability to use computer software package such as Word, excel, Outlook, etc,
- Knowledge and understanding of South Sudan context in terms of Equity-economic, social and political situation., especially the Uper Nile State.
- Good communicator in English, and local language - both written and oral as well o Proven computer competence and ability to keep clear and concise records.

Knowledge / skills:

- Previous direct experience of designing and managing implementation of climate change component.
- Detailed understanding of humanitarian principles and practices
- Proven ability to manage a commujications and reporting with experience in financial management, understanding of logistics and procurement procedures and human resource management.
- Knowledge of stakeholder engagement and startgeic partnership mamangent;
- A high level of written and verbal communication, including an ability to write clear and concise reports; and,
- Sound knowledge of design and delivery of higher humanitarian and developmental programmes with more emphasizes on climate protection.

Personal characteristics:

- Possess strong work ethics and positive attitudes and ability to work effectively in a culturally diverse communities and organizational settings.
- Excellent interpersonal and intercultural skills and ability to interact professionally with donors, stakeholders and staff at all levels of the organisation;
- Skilled at multitasking and prioritising, working independently with minimal supervision, leading and designing projects autonomously;
- Team player, facilitating open communication in the team and building relationships;
- Flexible, adaptable and willing to work irregular hours in accordance with the needs of the role;
- Initiative taker, makes sound judgment, creates synergy and manages conflict; and,
- Open to learning and sharing knowledge.



How to apply:	Applications must be submitted electronically via email to (wido5168@gmail.com) OR hand delivery to WIDO's Office in Juba Office, behind Jebel Market. All applications must contain: <ol style="list-style-type: none">1. Application letter stating why you are best suited for this role2. Curriculum Vitae with a list of 3 references3. Related professional documents <p><i>Only Women Applicants are STRONGLY encourage to apply</i></p>
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Women Initiative for Development Organization WIDO Job Advertisement

Job Title	Community Mobilizer- Climate Change and Environmental protection
Job Opening Date	20 th May, 2023
Job Closing Date	20 th June, 2023
Reporting line	Environment Protection Officer
Job Duty Station	Bor County, Jonglei State

The application will be reviewed on rolling basis for the urgency of the position

About WIDO

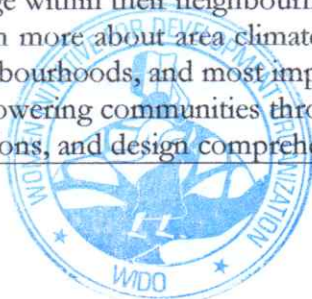
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Overall Objective of Livelihood, Food Security & Resilient Project Manager

The Community Mobilizer will be responsible for managing and ensuring the implementation and reporting of planned activities of environmental protection; such as community engagement and advocacy on environmental protection, monitoring of the performance of environmental conservation groups, raising awareness of the local and intersectional dimensions of the climate crisis, and inspiring innovative and sustainable solutions for combating environmental pollutions.

Duties and responsibilities

- The Community Mobilizer is responsible for building relationships between the organization, local stakeholders and the community through honest feedback mechanisms and collaborations.
- Engaging with community partners to amplify their local knowledge and expertise on climate change and environmental conservation through planting of more trees.
- Participate in community-led climate cluster/meetings that lead to more climate friendly and resilient neighbourhoods and communities.
- Take part in climate activities to identify causes, impacts, mitigations, and adaptations of climate change within their neighbourhoods.
- Learn more about area climate policies and instructions and identify climate vulnerabilities in their neighbourhoods, and most importantly work towards collectively developing a climate action plan.
- Empowering communities through collaborative efforts to analyze complex issues, ideate actionable solutions, and design comprehensive action plans with communities.



- Understanding on critical basis the negative impact of environmental pollution caused by climate change in the context of Jonglei.
- Ensure that WIDO's purpose, values and the programme objectives are communicated to the line Ministries and partners to create mutual understanding and synergic partnership.
- Lead on conducting assessments (including market assessments) in collaboration with other Climate Change sectors to shape new funding needs in the project area to provide winning solutions.
- Provide interim and final project reports for submission to donors in accordance with the reporting schedule and the required reporting formats.
- Development and contextualisation of materials, together with administration of workshops, trainings and meetings that are hosted as part of the project.
- Participate in knowledge and information sharing within the programme.
- Identify, document and disseminate relevant project learning within the programme
- Participate in regular WIDO programme reviews and planning discussions at state county level.
- Provide weekly and dialy updates on the progress of the implementation.

Education:	<ul style="list-style-type: none"> • Either a Diploma or certificate in the related field. • A minimum of 2 years programme / project management experience in displacement related contexts.
Knowledge / skills:	<ul style="list-style-type: none"> • Previous direct experience of designing and managing implementation of climate change component. • Detailed understanding of humanitarian principles and practices • Proven ability to manage a commujications and reporting with experience in financial management, understanding of logistics and procurement procedures and human resource management. • Knowledge of stakeholder engagement and startgeic partnership mamangent; • A high level of written and verbal communication, including an ability to write clear and concise reports; and, • Sound knowledge of design and delivery of higher humanitarian and developmental programmes with more emphasizes on climate protection.
Personal characteristics:	<ul style="list-style-type: none"> • Excellent interpersonal and intercultural skills and ability to interact professionally with donors, stakeholders and staff at all levels of the organisation; • Skilled at multitasking and prioritising, working independently with minimal supervision, leading and designing projects autonomously; • Team player, facilitating open communication in the team and building relationships; • Flexible, adaptable and willing to work irregular hours in accordance with the needs of the role; • Initiative taker, makes sound judgment, creates synergy and manages conflict; and, • Open to learning and sharing knowledge.
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