

**Our Vision for every Child, Life in all its Fullness; Our Prayer for every heart, the will to make it so
Building Brighter Futures for Vulnerable Children**

**JOB OPPORTUNITY AT WORLD VISION INTERNATIONAL – SOUTH SUDAN-
Both Internal and External Recruitment**

World Vision is a Christian Relief, Development and Advocacy Organization dedicated to working with Children, Families and Communities to overcome poverty and injustice. World Vision serves all people, regardless of religion, race, ethnicity or gender. All employment in World Vision is condition upon successful completion of all applicable background checks, including criminal record checks where possible.

World Vision International - South Sudan is now seeking for a qualified and dynamic Individuals (**Man or Woman**) who are willing to share in our vision and promise to Children, to join us in the role below:

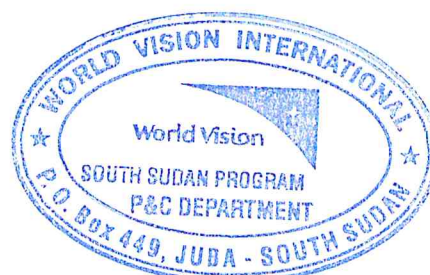
Job title: Safeguarding and Accountability Manager
Reporting to: Country Program Director
Location: Juba office
Availability: From May 1, 2023



*50-H-3
Approved by Senior Inspector
MOL/RS/ST/1
21/03/2023*

Purpose of the position:

- The Safeguarding and Accountability Manager provides in-depth safeguarding and accountability expertise and support to WVSS management, staff and affiliates with key safeguarding and accountability responsibilities.
- S/he supports leadership to establish a safeguarding culture and embed safeguarding into daily operations. They actively support the office to identify and mitigate safeguarding risk while equipping staff to understand and fulfil their safeguarding role.
- S/he provides technical safeguarding guidance and capacity building to the team on all aspects of safeguarding compliance and safeguarding culture building in alignment with WV's Child and Adult Safeguarding Policy.
- S/he also ensures survivor-centered safeguarding incident response, and coordinate with and contribute to the PSEA Network and/or key safeguarding alliances to facilitate local, national, and sector-wide safeguarding collaboration and learning.
- The purpose of this position is also to ensure that the four pillars of the Program Accountability Framework (PAF) are implemented and mainstreamed in programs. The position will also lead the enterprise risk management function for WVSS.
- The position holder will enhance, oversee and ensure consistent systematic receipt, processing and response to community feedback and complaints for WVSS that come through various feedback mechanisms such as hotlines, help desk, suggestion boxes, outreach and others.



Roles and Responsibilities:

- Coordinate contextualization World Vision's Child and Adult Safeguarding Policy for World Vision South Sudan national and local operating context, including policy roll-out.
- Establish and lead a working group to conduct a Safeguarding Risk Assessment and create a risk management plan, ensuring safeguarding risk is documented in the National Office's Risk Register.
- Contextualize safeguarding and PSEA orientation and training materials for staff, interns, volunteers, contractors and visitors and socialize with relevant department heads
- Ensure community-based accountability mechanisms are appropriately designed to raise awareness of, detect and escalate safeguarding issues, in collaboration with Accountability
- Develop Safeguarding Incident Preparedness Plan (SIPP) and train staff on their respective roles
- Manage Level 2 and Level 3 safeguarding incidents according to global protocols, in alignment with SIPP, in collaboration with Incident Management Team (IMT) with accountability to the WV's Safeguarding Unit
- Coordinate and contribute to sector-wide safeguarding through the PSEA Network and/or other national or local safeguarding coordination bodies
- Lead a working group to complete the annual Safeguarding Update Report and use results to develop or contribute to an annual Safeguarding Action Plan
- Analyze progress on safeguarding compliance and quality safeguarding implementation and use learning to continue good practices, fill gaps and improve quality safeguarding implementation
- Ensure that WV Programme Accountability Framework - information provision to communities, consulting communities, promoting participation and complaints and feedback mechanisms are designed based on preference and in consultation with communities as well as implemented and monitored in a verifiable manner
- Ensure a central database is maintained to document complaints and feedback received from all channels. Ensure that the database is updated and utilized on a daily basis.

Required Education/ Knowledge/ Technical skills and experience:

The following may be acquired through a combination of formal or self-education, prior experience or on-the-job training:

Minimum Qualification required:



1. Bachelor's degree or equivalent in a Legal, management or Child Rights-related field, or field/practical experience working with situations of policy formation, guidance and implementation
1. Technical skills: direct programming or management experience in child protection in emergencies, prevention of sexual exploitation and abuse (PSEA), gender-based violence (GBV) or safeguarding
2. Experience: 2-3 years' + experience in overseeing child protection, PSEA, GBV, or safeguarding work – preferably in a humanitarian context
3. Other: strong relationship building/network capacity, excellent communication skills, leadership maturity, ability to influence, innovative, and address issues proactively.

How to apply?

Interested candidates (**South Sudanese Nationals**) who meet the above criteria should submit their application, cover letter and an updated CV with at least three referees with their telephone and email contacts. Address your application to **The Human Resource Manager, World Vision South Sudan**
Indicate the position you're applying for in the subject line.

Applications should be submitted to this email recruitsdno@wvi.org or Hand deliver to any of World Vision offices.

Closing date for receiving applications is: April 12, 2023

Please note that only shortlisted candidates shall be contacted and documents once submitted will not be returned to the candidates.

World Vision has zero tolerance towards sexual exploitation and abuse (SEA), sexual harassment and other types of abusive conduct (i.e., discrimination, abuse of authority and harassment).

All members of World Vision workforce have a role to play in promoting a safe and respectful workplace and should report to World Vision any actual or suspected cases of SEA, sexual harassment and other types of abusive conduct. To ensure that individuals with a substantiated history of SEA, sexual harassment or other types of abusive conduct are not hired by the Organization, World Vision will conduct a thorough background verification of the final candidate. Shortlisted candidates will have to sign a self- declaration to this effect before the interview process.

