

Vacancy Announcement



JOB TITLE: Protection Manager (1)
BAND/LEVEL/GRADE: 7B
Department: Protection & Rule of Law (PROL)
LOCATION: Juba
Overtime Eligible: Exempt
(per local law)



BACKGROUND

The International Rescue Committee (IRC) responds to the world's worst humanitarian crises and helps people to survive and rebuild their lives. Founded in 1933 at the request of Albert Einstein, the IRC offers lifesaving care and life-changing assistance to refugees forced to flee from war or disaster. At work today in over 40 countries and 22 U.S. cities, we restore safety, dignity and hope to millions who are uprooted and struggling to endure. The IRC leads the way from harm to home. IRC has operated in South Sudan for over 30 years now delivering humanitarian relief, post-conflict assistance, and development programs in both refugees, internally displaced and host community settings. IRC operates in 9 field offices including in Juba with program portfolio covering health, nutrition, child protection, economic recovery and development (ERD)/livelihoods, women's protection and empowerment and general protection. IRC continues to provide life-saving assistance and humanitarian aid to vulnerable South Sudanese, trying to rebuild their lives and restore peace. The IRC's new strategy in South Sudan will prioritize improving health, safety, and economic well-being, targeting women, children, and other vulnerable groups.

SCOPE OF WORK:

Based in Juba and under the technical guidance and oversight of the Governance and Rights Coordinator (G&RC) the Protection Manager (PM) will be responsible for ensuring proper implementation of Protection activities, providing technical guidance and programmatic supervision of project staff, overseeing program quality, monitoring team activities, building staff capacity and ensuring logistical, HR and financial control are implemented according to IRC protocols and policies. The Juba IDP general protection activities will include protection monitoring, protection information management on return processes, support to PSNs and case management. Working directly with Protection Officers the Protection Manager will ensure coordinated protection programming with Protection Assistants and Community outreach volunteers, the in two Juba IDP camp sites. She/he will be directly responsible for the day-to-day management and supervision of Protection staff in two locations, Juba IDP camps 1 and 3. Furthermore, the protection manager will actively participate in conceptualizing and drafting of new proposals. Technical advice will be available from the Protection/Rule of Law Unit, as well as the Women's Protection and Empowerment TC, and the Child Protection TC, when appropriate.

RESPONSIBILITIES:

Overall

- Sets up and oversees the implementation and coordination of protection program activities and ensures achievement of strategic goals and objectives.
- Oversees the implementation of Protection activities in area(s) of responsibility and ensure the program is implemented according to schedule and within budget parameters and adherence to IRC and donor policies and procedures.
- Manages implementation and ensure adherence to grant work plans, spending plans, procurement plans as well as monitoring and evaluation plans.
- Manages programmatic and operational resources related to the program.
- Supports the G&R Coordinator in the development of new concepts for future programming, as and when required.

Quality Protection Project Management and Implementation

- Ensures effective implementation and coordination of protection activities in the two IDP camps in Juba.



- Ensures the functionality of the case management system and oversee delivery of high-quality case management in accordance with SOPs and global minimum standards.
- Supports and guides case management teams in their day to day work ensuring adherence to key protection principles.
- Undertakes regular field monitoring visits to assess progress (against project objectives) and identify technical quality issues and/or other implementation issues, provide solutions and implement modifications as required.
- Regularly reviews data collected by the teams, reviews data collection methodologies, develops strategies for improving data collection.
- Ensures ethical data collection and information management systems are in place and functional
- Takes the lead on producing succinct and analytical monthly protection reports (per area), highlighting key protection issues, and analyzing trends identified from protection monitoring activities, both for internal IRC use and for distribution to UNHCR and relevant protection actors.
- Provides a human rights “lens” on all protection monitoring reporting, assisting to ensure reporting is grounded in human rights law, refugee law, Sphere standards, and the Guiding Principles on Internal Displacement.
- Ensures all project monitoring activities are fully documented, including systematic and timely data collection as required under the grant and for IRC M&E purposes.
- Oversees and supports the POs with the preparation of the financial and other relevant documentation required for the implementation of the activities, making sure that spending is according to the budget
- Review and revise all reports from the POs and submit to the G&RC in a timely manner

Quality Data management and Protection Evidence and Results-based Reporting

- Ensures the Protection Case Workers, Protection Information Assistant Protection Officers manage, file and store data, ensuring the confidentiality of the information collected and the services provided.
- Supports the implementation of monitoring and evaluation tools and report on challenges in the implementation of the program.
- Leads weekly planning and de/briefing meetings to ensure adherence to standards of care, quality case management and reporting requirements.
- Provides regular progress reporting on cases Governance and Rights Coordinator for donor reporting.

People Management & Development

- Provides on-going direct supervision, maintain open and professional relations with Protection staff providing oversight and guidance to enable staff to successfully perform in their positions.
- Directly supervise 2 Protection Officers in Juba IDP camps.
- Ensures timely completion and submission of monthly timesheets, probation reviews and annual performance reviews.
- Assesses the training and capacity building needs, and design and implement professional development plans for staff.
- Ensures ongoing training, support, and capacity building opportunities for Protection staff in designated area(s).
- Consistently and proactively monitors/assesses the safety and security of the team; promptly reporting concerns or incidents to IRC management and liaising with community leaders and other external parties as required to maintain/enhance the security environment for IRC programs.

External Coordination, Representation and Advocacy

- Ensures effective communication with other service providers and IRC sectors.



- Leads development of evidence-based advocacy positions to share with Juba Protection Sub-Working Group and advise senior management on protection trends to inform country-wide and international advocacy.
- Develops and maintains effective working relationships with UNHCR, INGOs, government authorities, and other key stakeholders to ensure active coordination, collaboration, and information dissemination.
- Undertakes other tasks as requested by the G&RC.

REQUIREMENTS:

- Advanced University Degree in Social Sciences, International Relations, Human Rights, Law, or related field.
- Minimum two years of protection-related program experience, including project supervision.
- Demonstrated knowledge of international humanitarian law, refugee law as well as customary laws, judiciary systems and legal developments in South Sudan.
- Ability to interpret, analyze and synthesize information in a fast-paced environment.
- Excellent organizational skills, timeliness, ability to determine priorities and great attention to detail.
- Familiarity with program design, including log frames, budgeting and grants/report writing preferred.
- Experience writing protection reports for donors, governments, and the public.
- Solid experience managing a team and the ability to supervise others and provide on-the-job mentoring when necessary.
- Comprehensive understanding of and commitment to human rights and protection principles
- Strong leadership skills and ability to motivate others.
- Excellent interpersonal skills and works well with people of different cultures, gender and backgrounds.
- Ability to represent the IRC at coordination and other meetings and with donors.
- Excellent drafting and oral communication skills in English,
- Proactive, flexible, team spirited and willing to learn.
- Ability to live and productively work under stress and in insecure and harsh environments while maintaining a sense of humor.

Working Environment: Position is based in relevant field office and must comply with IRC South Sudan’s security protocols.

Professional Standards:

The IRC and IRC workers must adhere to the values and principles outlined in IRC Way - Standards for Professional Conduct. These are Integrity, Service, and Accountability. In accordance with these values, the IRC operates and enforces policies on Beneficiary Protection from Exploitation and Abuse, Child Safeguarding, Anti Workplace Harassment, Fiscal Integrity, and Anti-Retaliation.

Gender Equality: IRC is committed to narrowing the gender gap in leadership positions. We offer benefits that provide an enabling environment for women to participate in our workforce including parental leave, gender-sensitive security protocols and other supportive benefits and allowances

Equal Opportunity Employer: IRC is an Equal Opportunity Employer. IRC considers all applicants on the basis of merit without regard to race, sex, color, national origin, religion, sexual orientation, age, marital status, veteran status, disability or any other characteristic protected by applicable law.

The position is for: **South Sudanese national with all the national documents.**

How to apply:

Interested applicants should submit a **CV with 3 references** and a copy of their **national ID** to the Juba IRC Head Office-Located in Goshen House 2nd floor -Human Resources or you can e-mail applications to SS-HR@rescue.org not later than **14th December 2020**.



NOTE: Only short listed candidates will be contacted and attach photocopies only while original will be asked at the interview panel and all the photocopies will remain the property of IRC.

CLEARLY LABEL YOUR APPLICATION PROTECTION MANAGER

FEMALE APPLICANTS ARE HIGHLY ENCOURAGED TO APPLY

