

SO - H-3  
Approved by Senior Inspector  
MOL REGISTR  
04/08/2025



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| <b>Job Title:</b>        | <b>Program Counsellor (PC) – Healing and Reconciliation Project South Sudan (01 Position)</b> |
| <b>Job Location:</b>     | <b>Juba – South Sudan</b>   |
| <b>Reporting to:</b>     | <b>Head of Programs</b>   |
| <b>Advert starts</b>     | <b>4<sup>th</sup> August, 2025</b>  |
| <b>Advert Closes on:</b> | <b>22<sup>nd</sup> August 2025</b>  |

### **INTRODUCTION:**

ACROSS is an Interdenominational Church based organization which strives to provide humanitarian assistance (including emergency/relief, rehabilitation and development work) to local communities, internally displaced persons, refugees and other vulnerable communities to enable them to realize their purpose and value as human beings. ACROSS in South Sudan is urgently looking for a competent qualified South Sudanese for the position of **Program Counsellor (PC) – Healing and Reconciliation Project South Sudan.**

### **Main Job Purpose:**

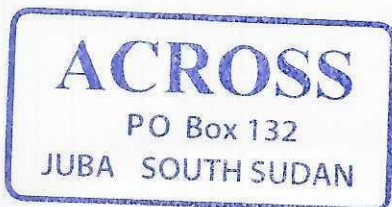
The Program Counsellor (PC) will support efforts to address secondary trauma among the peacebuilders for enhanced peaceful co-existence in South Sudan.

The PC will also assist in efforts to increase the capacity of peace builders in self-trauma healing and supporting others to heal through cascading the knowledge, skills acquired and learnings during implementation. Specifically, the PC will provide Counselling and psychosocial care for the peace builders, support the program officer to convene peacebuilders and their organizations, support operationalization of work-based trauma healing policies for local partner organizations, policy advocacy and support experience sharing efforts.

It is envisioned that the intervention would result in creating a community of peacebuilders, who are able to deal with their own trauma, and that of other peace builders in the sector as well as community members served.

### **JOB Roles and Responsibilities:**

1. Facilitate one on one counselling services, group therapy and referrals to those most affected peace builders particularly after an exposure to critical incident events.

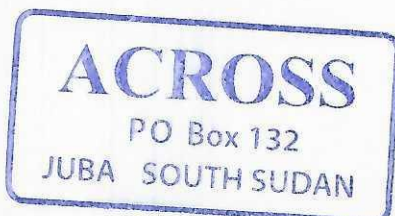


2. Provide diffusing and psychological first aid on telephone to distressed partner staff after exposure to traumatic experience when a one-on-one session cannot be arranged immediately.
3. Support the South Sudan Program Office to work directly with ACROSS and Sudan Evangelical Mission (SEM) to plan and implement the program activities.
4. Support the Program Office to develop resources, relationships, and processes for increasing the capacity of partner organizations in South Sudan to operationalize work-based trauma policies.
5. Identify and provide support in planning innovative and creative outreach activities by peace builders including generating list of names for referral to higher level therapeutic care.
6. To offer psychoeducation on thematic issues such as stress, and critical incident stress and other trauma related concepts to increase their knowledge, self-awareness and self- care.
7. Articulates ACROSS values and principles including its commitment to peace.
8. Support research by, developing policy briefs, writing of briefs, case studies, program knowledge management and other relevant materials reflecting on best practices and lesson learnt for periodic South Sudan publication and presentation to local and international audiences.
9. Conduct continuous monitoring and evaluation of the program activities including and not limited to listening sessions from a results-based perspective.
10. Contribute to the development of training modules, curricula, and courses to train trainers to meet the different needs of South Sudan partners.
11. Technically support the South Sudan program partners to improve in their peace building and trauma healing program delivery to their targeted population with greater impact and effectiveness.
12. Support capacity building of South Sudan peace builders in mainstream trauma healing into peace building initiatives.
13. Support the South Sudan partners in identifying advocacy issues and escalate them through existing advocacy structures.

**MINIMUM QUALIFICATIONS & EXPERIENCE REQUIRED:**

**a. Education:**

- Minimum is a Diploma in Counselling Psychology.
- A degree will be an added advantage.



## **b. Work Experience**

- A minimum of five years' practical, hands-on experience in counselling and trauma-healing related activities is required.
- Strong Writing, presentation, and interpersonal skills.
- Experience in coordination of trauma healing programs, relationship building, and partnerships.
- Ability to develop collegial and professional relationships with various stakeholder groups, especially religious and traumatize/crisis affected communities.
- Excellent leadership, facilitation, communication, and trauma healing program development skills.
- Highly organized, passionate about trauma healing initiatives that have the power to enhance peaceful coexistence.
- Ability to take own initiative and work both independently and as a team.
- A desire to grow the program and individually through the work.
- Ability to meet deadlines under pressure.
- Capacity to work in a multicultural environment.
- Must have understanding and respect for the principles, concerns, and considerations of ACROSS regarding issues of race, class, Nationality, Region, Religion, gender, sexual orientation, and disability.
- Experience in psychosocial skills and working in South Sudan will be an added advantage.

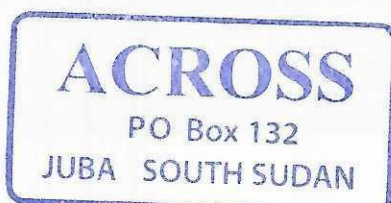
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### **PERSONAL SKILLS/ATTRIBUTES REQUIRED:**

- A committed Christian of good character and values.
- Good analytical and problem-solving skills.
- Excellent interpersonal, communication and negotiation skills.
- Ability to tolerate and accommodate people with diverse backgrounds at workplace and community.
- Good planning, analytical and organizational skills
- Articulate, with excellent verbal and written communication skills.
- Ability to cope with the pressure of demanding targets and tight deadlines.
- Computer literacy in MS Word and MS Excel.

### **Desirable Qualifications and Skills:**

1. Knowledge of policies and procedures of Counselling.
2. Commitment to Child protection, Prevention of SEA and Safeguarding of Adults.
3. Commitment to help persons of concern and willingness to cooperate with counterparts.
4. Strong interpersonal and communication skills in a multi-cultural setting.

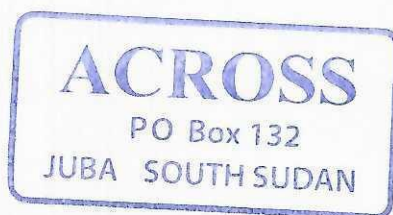


5. Ability to live and work in the difficult and harsh conditions is desirable.
6. Computer Knowledge (Microsoft Office-Word, Excel, PPT and outlook email).

**If you believe you meet the above requirements, please send us soft copy as One document of your Curriculum Vitae (CV), Nationality Certificate, Cover Letter and a personal written Christian Testimony by email to [recruitment@across-ssd.org](mailto:recruitment@across-ssd.org) copy in [headofprograms@across-ssd.org](mailto:headofprograms@across-ssd.org) or hand deliver your application to ACROSS South Sudan in Buluk, Juba.**

**Important to Note:** ACROSS has a zero-tolerance approach to conduct such as fraud, sexual exploitation and abuse, sexual harassment, abuse of authority and discrimination, corruption and bribery. All selected candidates will be expected to abide and adhere to ACROSS' standards of conduct and will therefore undergo thorough reference and background checks through a number of means. Selected candidates will also be required to provide additional information as part of the verification exercise. Misrepresentation of information provided during the recruitment process may lead to disqualification.

- ✓ Only shortlisted candidates will be contacted.
- ✓ **This Vacancy is open to qualified South Sudanese nationals only.**
- ✓ Applications once received are NOT Returnable.
- ✓ **Application letter, updated CV & Copies of relevant academic documents should come in as one document).**



**END**

