

50-H-3
Approved by
Inspector of Labour
20/8/2024



EDUCATION ENABLES



JOB ADVERT

Position: Gender & inclusion Officer

Location: Juba with frequent travels to the fields.

Number of post: 01

Duration of Contract: six (6) Month with possibility of extension depending on the level of performance and availability of funds.

Application Start: 20/08/2024

Application End: 06th /09/2024

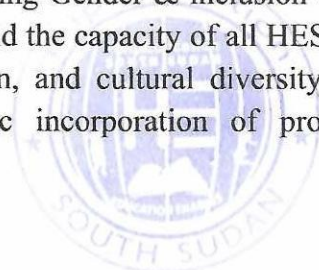
Direct Supervisor; Program Manager

Organization Background

Help Education South Sudan (HESS) is a nonprofit humanitarian, developmental organization established to address the most urgent literacy needs of the people of South Sudan. It is implementing a range of interventions in the areas of education. It is registered by the relevant authorities in the country including the Relief and Rehabilitation Commission (Reg. #696) with a legal mandate to serve the people of South Sudan. We have had programming in greater Bhar El Ghazal (Awerial, Yirol East, Rumbek Gogrial) Greater Equatoria (Juba, Terekeka, Mundri) and Greater Upper Nile (Bor).

Scope of work

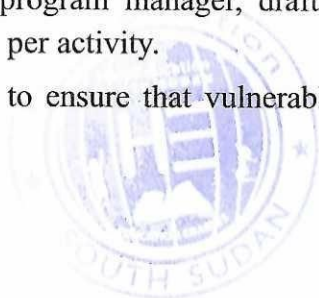
Under the full supervision of the program Manager, the Roving Gender & inclusion Officer will support Help Education South Sudan programmes to build the capacity of all HESS staff and beneficiaries on increasing gender sensitivity, inclusion, and cultural diversity in all aspects of programming and ensure a strong systematic incorporation of protection



considerations. He/she will assist in taking learning needs into account and develop and conduct capacity building for all HESS program staff. S/he will work closely with program team and donors staff to develop high quality contextually appropriate approaches. he/she will contribute to the integration of gender principles and approaches within HESS operation and programmes.

Main Duties and Responsibilities

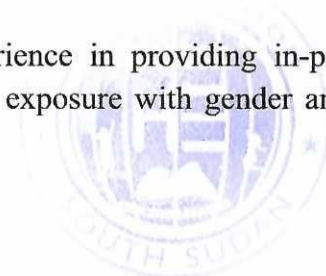
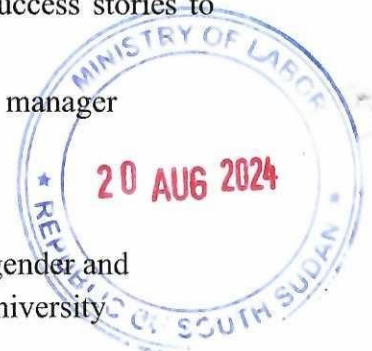
- Draft effective GESI and Children, youth methodologies, guidelines, tools, reviews, and audits that will inform programming in a way that ensures children, women, youth, people with disabilities and other under-represented groups are included in a meaningful way.
- Provide technical support and advice to ECW staff on GESI and youth, Children methodologies and tools.
- Design and develop gender checklists and assessment tools will be used in developing and implementing grant activities and when entering new communities
- Advise on implementing gender sensitive and transformative monitoring, evaluation, learning and reporting systems, processes, and indicators
- Design and provide trainings to the team members and partners
- Prepare communications materials that highlight ECW's gender, youth, and social inclusion programming
- Identify and draft success stories that focus on ECW Gender and inclusion, children, women and youth accomplishments
- Support the design and implementation of Gender, Youth, and Social Inclusion Assessments that will inform gender, youth, and social cohesion strategy, methodology, and project activities, inclusive of strategies to reach marginalized populations
- Lead the development and implementation of a cohesive gender sensitive and transformative culture within the team and program activities
- Lead in drafting Gender and inclusion sections for required progress reports, including quarterly and annual report.
- Represent HESS in relevant coordination forums including effective participation in Gender and inclusion the Technical working group (TWOG) at the county level.
- Design training materials on gender, safeguarding, and PSEAH and give training to HESS staff, volunteers, contractors, and partners, as well as awareness raising to affected communities.
- In coordination with the Education Advisor and program manager, draft specific, context-driven sub-plans to address gender concerns per activity.
- Support whole-of-program analyses of approaches to ensure that vulnerable groups benefit from HESS program activities.



- Represent HESS and the ECW- MYRP in the national Gender Working Group and take on the role of overall PSEA & Child Safeguarding Focal Point and Accountability Focal Point for HESS.
- Monitor overall progress of Gender and Inclusion, Disability as well as ensuring cross cutting areas are incorporated in activity implementation. Support the development and implementation of gender and inclusion ECW-MYRP strategies in Awerial and Yirol East project locations.
- Conduct and support gender and inclusion related activities in the two project locations Awerial and Yirol East.
- Provide gender and inclusion technical support/assistance and capacity building to the project field team.
- Develop and maintain health working relationship with all the local stakeholders both at the national and field level including community leaders, women groups and youth groups.
- Serve as gender and inclusion focal point to represent HESS in all forum or meetings and trainings that might be planned by the consortium.
- Plan and coordinate all gender and inclusion related activities with HESS field project team to ensure timely implementation.
- Support the development of gender and inclusive education training materials and resources
- Coordinate with HESS M&E Coordinator/officer to monitor and report on gender and inclusion project indicators and outcomes.
- Contribute and Support project field team to review monthly and quarterly project progress reports in a timely fashion.
- Collaborate with project team to ensure that gender and inclusion are mainstreamed across all project activities.
- Support the development of project reports and documentation of success stories to demonstrate the impact of project implementation.
- Support any other assignment where necessary as assigned by the line manager

Qualification Requirements

1. University degree preferably in law or social Science, social studies, gender and development studies or any related field of study from a recognized university
2. At least 3 years 'experience from working as a legal aid/access to justice gender officer in a humanitarian/recovery context.
3. Strong management Knowledge and skills. Experience in providing in-person or remote trainings to staff or partners with differing exposure with gender and social inclusion issues



4. Familiarity in addressing issues related to Safeguarding and Gender-based Violence within the South Sudan context preferred
5. Experience in technical writing and drafting of MEL plans with lens on gender equality and social inclusion preferred
6. Ability to synthesize and summarize large amounts of complex information so that it can be presented in a simple and easy to understand way
7. Effective written and oral communication skills
8. Demonstrated problem solving and analytical skills and good judgement
9. Be proactive, have strong prioritization skills, and versatility
10. Have integrity, empathy, and demonstrated ability to work cross-culturally
11. Possess demonstrated leadership skills, humility, and self-awareness
12. Ability to communicate clearly and concisely, both written and verbally in English, spoken Arabic and other local languages preferred
13. Should be a South Sudanese national

SPECIAL CONDITIONS

HESS commitment to Safeguarding

HESS is committed to the safeguarding and protection of the communities we serve, our partners, our volunteers, and our staff.

As part of this commitment to safeguarding, all offers of employment will be subject to satisfactory references and appropriate background checks. HESS also participates in the Inert-Agency Misconduct Disclosure Scheme; we will request information from job applicant's previous employers about any findings of sexual exploitation, sexual abuse and/or sexual harassment during employment or incidents under investigation when the applicant left employment.

Accountability with in HESS.

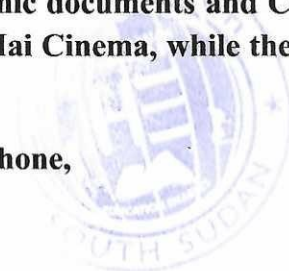
Alongside our safeguarding policy HESS is an equal opportunity employer and has set of integrity policies. Any candidate offered a job with in HESS will be expected to adhere to the following keys areas of accountability.

Comply with HESS policies and procedures with respect to safeguarding, code of conduct,

Health and safety, confidentiality, do no harm principle and unacceptable behavior protocols. Report any Concerns about inappropriate behavior of HESS staff or Partner.

Deadline for submission of applications is 06th September, 2024 at 5:00 p.m. Interested Applicants should drop there hard copies of their CVs academic documents and Cover letters to HESS Head Office in Juba at Yaro Plaza, 3rd Floor, Hai Cinema, while the soft copies to be sent to: hr.helpeducationssd@gmail.com.

Only shortlisted candidates will be contacted by e-mail or by phone,



HELPEUCATION SOUTH SUDAN

NB: The position is open for South Sudanese Nationals only.

NB: Women and people with disabilities are strongly encouraged to apply!

