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Approved by  
MOL R 55  
2/3/2021



## INTERNAL/EXTERNAL VACANCY ANNOUNCEMENT

Vacancy No. JBA-2021/03/2/002

### Who we are?

The Danish Refugee Council (DRC) is a private, independent, humanitarian organization founded in 1956. DRC currently works on all aspects of refugee cause in more than twenty-five countries throughout the world. The aim of DRC is to protect refugees and internally displaced persons (IDPs) against persecution and to promote durable solutions to the problems of forced migration, based on humanitarian principles and human rights. DRC works in accordance with the UN Conventions on Refugees and the Code of Conduct for the ICRC and NGOs in Disaster Relief.

The protection and assistance to conflict affected population is provided within a long-term, regional and rights-based approach to constitute a coherent and effective response to the challenges posed by today's conflicts. Assistance consists of relief and other humanitarian aid, rehabilitation, support to return and repatriation as well as promotion of long-term solutions to displacement and its causes. In addition, support and capacity building of local and national authorities and NGOs form an integral part of DRC's work.

### Country and Project Background:

The Danish Refugee Council/Danish Demining Group (DRC-DDG) has been working in Sudan since 2004 and was subsequently present in South Sudan when it gained independence in 2011. DRC-DDG South Sudan programme's current focus is on supporting forcibly displaced and conflict-affected people, including refugees, internally displaced persons (IDPs) and returnees, to access their rights in a safe and secure environment. Currently DRC-DDG is operational Unity states and Upper Nile region. Presently the South Sudan Programme works in 6 field locations, working in the sectors of Camp Coordination and Camp Management, Protection, Shelter/NFI, and Food Security and Livelihoods.

DRC-DDG Seeks to Recruit: -

<b>Position Title:</b>	Protection Officer (MHPSS Officer)
<b>Reports to:</b>	Protection Manager
<b>Duty Station:</b>	Juba-Roving
<b>Contract Type</b>	6 months with possibility of extension depending on funding
<b>Eligibility:</b>	South Sudanese Nationals Only.
<b>Employment Start Date:</b>	1 <sup>st</sup> April, 2021
<b>Salary</b>	According to DRC DDG Salary scale
<b>Advertisement Closing Deadline</b>	19 <sup>th</sup> March 2021, 5:00 PM, EAT



### Purpose of the post

The MHPSS Officer (Protection Officer) will undertake rapid integrated protection and mental health and psychosocial support assessments in communities who have been displaced due to new shocks or protection risks. His/her role will be to identify the mental health and psychosocial needs among the crisis affected populations by obtaining information through focus group discussions, direct observation, and key informant interviews with those affected, and particularly with women and girls.

The MHPSS Officer will also contribute to the analysis of data collected and reporting of mental health and psychosocial support (MHPSS) needs identified to the team and other relevant actors to address the identified MHPSS needs. The MHPSS will be responsible for providing psychological first aid and other short-term emergency MHPSS interventions, including psychosocial education, to persons of concern. The MHPSS Officer will support the strengthening of community-based organizations and humanitarian actors in psychosocial first aid. The MHPSS Officer will throughout his/her work ensure confidentiality and strictly adhere to the DRC Code of Conduct.

### Responsibilities and Tasks

- Take lead in conducting rapid integrated protection and mental health and psychosocial support assessments using tools such as focus group discussions, key informant interviews, safety audits and community mapping exercises with girls, boys, women and men to identify risks as well as capacities and resources available for support within the community.
- Provide psychological first aid and other emergency MHPSS interventions, such as psychosocial education, to individuals in the community.
- Build the capacity of the DRC team through training and on-the-job support on topics such as psychological first aid, active listening, effective communication, psychosocial education, and other topics.
- Facilitate mission debriefing sessions (individual and group) for DRC mobile response team to support the psychosocial well-being of the team.
- Build the capacity of community members/leaders, community structures, and humanitarian partners on topics related to psychological first aid, working with individuals and communities affected by trauma, and other emergency MHPSS interventions.
- Mobilize the community and facilitate awareness raising activities, in collaboration with the protection mobile team members, as well as partner organizations, to disseminate information about PSS response services available in their area.
- Record persons with specific needs, and refer them to the appropriate service providers, following referral principles and guidelines.
- Identify IPA support to be provided to vulnerable persons facing a specific protection threat and refer the cases to the Protection Manager.
- Ensure clients referred are documented in the referral recording book daily and follow up with the clients to ensure a meaningful access to services.
- Assist the Protection Manager with designing training modules and tools on topics related to MHPSS for humanitarian actors, community leaders and other community structures.
- Prepare all necessary documentation for each activity (including weekly vehicle movement plans, order requests, payment requests, etc.) and for the reconciliation of the money spent during each activity,
- Help prepare Terms of reference and safety plans for mission planning.
- Gather information for targeted locations through contact with on ground actors and regularly update trigger tables for new locations.

- Compile reports of activities undertaken, when requested.
- Work with the Protection Manager and fellow protection officers to create weekly work plans to schedule the team's program activities, particularly focusing on the MHPSS related activities.
- Liaise and build partnerships with community leaders, chiefs, and other relevant actors to encourage participation in, support for, and a better understanding of the program activities.
- Assist in the collection and analysis of data relevant to the population and their protection concerns, focusing particularly on MHPSS concerns.
- Participate in daily planning, daily debriefing sessions, and report write-ups.
- Participate in coordination meetings as requested by the Protection Manager, particularly pertaining to MHPSS when relevant.
- Perform any other duties as requested by the Protection Manager.

**Experience and technical competencies:** (include years of experience)

- Certified Counsellor from a recognized institution.
- Bachelor's degree in psychology, Counselling or Mental Health Sciences.
- At least 3 years' experience in conducting psychosocial support activities.
- Experience of providing MHPSS services to GBV survivors is an asset.
- Demonstrates strong knowledge of IASC guidance on mental health and psychosocial support services in humanitarian settings.
- Experience conducting rapid assessments in South Sudan.
- Experience carrying out and supervising MHPSS related training at different scales with different partners
- Knowledge of Microsoft Word, Excel and Outlook application software
- Fluency in English
- Fluency in one or more local languages, including but not limited to Dinka, Nuer, Bari, Murle, Luo, Zande, Arabic.
- Commitment to human rights
- Strong English writing and organizational skills
- Female candidates are strongly encouraged to apply.

**Note:** Only candidates who meet the required educational qualification and work experience would be short listed.



**Desirable qualifications:** (include certificates, licenses etc.)

- Excellent interpersonal skills and works well with people of different cultures, gender and, backgrounds
- Works collaboratively with team members to achieve results
- Remains productive when under pressure with the ability to prioritize effectively, and respects and adheres to deadlines
- Able to work in a variety of environments and is prepared to conduct field missions for several weeks at a time, often overnight, to remote locations with few amenities
- Strong relationship building / interpersonal skill;
- Positive attitude;

Energetic and interested

**Languages:** (indicate fluency level)

- English
- Fluency in at least one or more local languages including but not limited to Dinka, Nuer, Bari, Murle, Luo, Zande, Arabic.

**Key stakeholders:** (internal and external)

- DRC Protection Team and mobile teams, MHPSS actors, SSRRC, community stakeholders, particularly women and girls affected by GBV, NGOs and CBOs.

Find the definition of DRC's Core competencies [here](#)

[All DRC staff should master the 5 core competencies:](#)

- **Striving for excellence:** you focus on reaching results while ensuring an efficient process
- **Collaborating:** you involve relevant parties and encourage feedback.
- **Taking the lead:** you take ownership and initiative while aiming for innovation
- **Communicating:** You listen and speak effectively and honestly.
- **Demonstrating integrity:** you act in line with our vision and values



**How to apply**

Please send a cover letter outlining how your skills and experience meets the Person Specification along with your up to-date CV, Copies (not original) of National ID card and academic certificates to Human Resources department through [ssd-jobs@drc.ngo](mailto:ssd-jobs@drc.ngo) **OR**

Submit your hard copy application to the Human Resource department to the attention of [HR/Admin Officer DRC-DDG office in Juba OR any nearby DRC Office](#). Title of the position/vacancy number MUST be clearly mark in the application subject line and on envelop. DRC-DDG is an equal opportunity employer; we encourage all qualified South Sudanese to apply, irrespective of gender, religion, and age.

**NOTE:**

Only short-listed candidates will be contacted. We appreciate your application however; only short-listed candidates will be contacted for interview. If you have not been contacted within one Week of the closing date, we regret that your application has been unsuccessful. Please continue, however, to periodically

review our website, South Sudan NGO Forum website <http://www.comms.southsudanngoforum.org> for other suitable opportunities.

