



Approved by RRC Gate
for vacancy
09/08/2021



**VACANCY ANNOUNCEMENT
GENDER & PROTECTION OFFICER (MATERNITY COVER)
DURATION: 6 MONTHS**

Concern South Sudan is an international humanitarian NGO working in South Sudan since 1998. It is dedicated to the reduction of suffering and working towards the ultimate elimination of extreme poverty in the world's poorest countries through the provision of Health & Nutrition, Shelter, WASH and Livelihood activities in the three States of South Sudan

Concern South Sudan is looking for a suitable candidate to fill the position of **Gender & Protection Officer** to be based in **Bentiu**.

Job Purpose:

The Gender Officer will be responsible for mainstreaming gender and protection in Concern's projects which target the most vulnerable people. It is essential that project interventions address gender and ensure the commitment of men, so the Gender and Protection Officer will have an important role in ensuring the implementation and monitoring of the activities of the kind and protection. He / she will be in charge of providing training, guidance and sensitization on gender and protection, carrying out gender and protection analyzes and supervising activities in order to integrate gender issues into the work. The Gender and Protection Officer will provide technical support on gender and protection to team members and will work with the Programme Managers to ensure that protection and gender issues are effectively integrated into the project cycle(s).

Main Duties & Responsibilities:

- Assist the managers to develop, coordinate, plan and implement protection and gender activities in project activities and interventions;
- Ensure that the principles of transversal protection are well integrated into all interventions;
- Provide technical and methodological support to the team and provide training and guidance to staff to ensure capacity building in the context of protection and gender, especially on men's commitment to project interventions;
- Identify protection and gender needs and propose new potential activities or strategies to be implemented in the field;
- Organize awareness-raising sessions for local authorities and civil society on human rights, gender equality and protection;
- Produce reports following Concern's internal standards and the lessor's requirements;
- Develop with the National Gender and Equality Coordinator the methodological tools and documentation necessary for the proper implementation of activities (planning tools, training material, evaluations, etc.);
- Line manage, build the capacity of and support the CRM Assistant to ensure knowledge and dissemination of Concern's accountability mechanisms and the establishment of a complaints management mechanism;
- Work with the CRM Assistant to support Area Coordinator and Managers to integrate Concern's safeguarding strategy and principles in the way Concern works, among both staff and beneficiaries, as well as other programme participants in Unity State
- Participate, according to the guidelines given by the Managers, in sectoral and cluster meetings at the field level
- Support all Monitoring and Evaluation tasks;



- Develop and maintain relationships with local authorities (state and traditional), communities, and other humanitarian actors in order to implement gender and protection activities.
- Follow all current or future policies, procedures and directives put in place by Concern.
- Contribute to the pursuit of accountability including Concern's commitments to HAP (partnership for humanitarian accountability).
- Contribute to the implementation of Concern DRC's gender and equality strategy within the framework of its position.
- Comply fully with the commitments and regulations established in the program participant protection policy and code of conduct (P4 and CCoC), including respect for confidentiality.
- Report to the appropriate superior any violation of the code of conduct and of p4; this task is everyone's obligation.
- Perform any other relevant and reasonable task at the request of the hierarchical superior.

Emergency Response

Concern is committed to responding to emergencies efficiently and effectively in order to help affected people meet their basic needs, alleviate suffering and maintain their dignity. To this end, when emergencies strike and the South Sudan Programme is to respond, all staff are required to actively participate in the response, regardless of location and contribute to the efforts aimed at achieving the humanitarian objective of the organization.

Person's Specifications

Education:

- University degree or Diploma preferably in Social Sciences, Statistics, development studies, or other relevant discipline.
- Certificate or short courses in Gender, Equality and/or Protection is an asset.

Experience:

- At least 2 years' experience in implementing Gender, Equality and/or Protection functions in a humanitarian/recovery context and/or development programme.
- INGO experience in multi-sectoral programs, (Nutrition, Health, WASH, food security and livelihoods, etc.)

Technical Skills & Abilities:

- Experience in gender mainstreaming M&E systems (including quantitative, qualitative and participatory surveys and analyses).
- Demonstrated experience and skills in information analysis, interpreting, communicating quantitative and qualitative data and writing comprehensive reports.
- Excellent oral and written English skills.
- Computer skills including MS office (Word, Excel, Outlook, PowerPoint & Access).
- Solid understanding of rural development with focus on participatory processes and gender issues.

Competencies:

- Managing yourself.
- Influence, Advocacy and Networking
- Communication.
- Leadership.
- Delivering Results.
- Planning and Decision making.
- Creativity and Innovation.
- Change management.



Safeguarding at Concern: Code of Conduct and its Associated Policies

Concern has an organisational **Code of Conduct (CCoC)** with **three Associated Policies; the Programme Participant Protection Policy (P4), the Child Safeguarding Policy and the Anti-Trafficking in Persons Policy**. These have been developed to ensure the maximum protection of programme participants from exploitation, and to clarify the responsibilities of Concern staff, consultants, visitors to the programme and partner organisation, and the standards of behaviour expected of them. In this context, staff have a responsibility to the organisation to strive for, and maintain, the **highest standards in the day-to-day conduct in their workplace in accordance with Concern's core values and mission**. Any candidate offered a job with Concern Worldwide will be expected to **sign the Concern Staff Code of Conduct and Associated Policies as an appendix to their contract of employment**. By signing the Concern Code of Conduct, candidates acknowledge that they have understood the content of both the Concern Code of Conduct and the Associated Policies and agree to conduct themselves in accordance with the provisions of these policies. Additionally, Concern is committed to the **safeguarding** and protection of vulnerable adults and children in our work. We will do everything possible to ensure that only those who are suitable to work or volunteer with vulnerable adults and children are recruited by us for such roles. Subsequently, working or volunteering with Concern is subject to a range of vetting checks, including **criminal background checking**.

How to apply:

1. Interested internal/external national candidates are requested to submit their Applications, Updated CVs of not more than 4 pages and a copy of their nationality ID to: **HR Department, Juba Office located at Tongping, Airport Road opposite Ebony Bank, Field Office in Bentiu IDP not later than 23rd August 2021** or email it to; vacancies.juba@concern.net
2. The position is strictly open to South Sudanese nationals only.
3. Only shortlisted candidates will be contacted and applications submitted will not be returned.
4. Please complete the summary profile & Self Declaration forms when submitting your application.
5. A detailed job description will be provided to the successful candidate at the time of appointment.

CONCERN WORLDWIDE IS AN EQUAL OPPORTUNITY EMPLOYER AND DOES NOT CHARGE FOR ANY KIND OF RECRUITMENT. WOMEN ARE STRONGLY ENCOURAGED TO APPLY TO OUR ORGANIZATION. WE CELEBRATE DIVERSITY!

