

Job Description



Job Title: Protection Officer
Department: Governance and Rights
Supervisor: Deputy Protection Manager
Country Program: South Sudan
Location: Ganyiel, Panyijiar County
Band/Level/Grade: 8B
Start Date: 1 November 2021
Number of Positions: 1

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 Panyijiar 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.

Job Overview

Based in Ganyiel and Panyijiar, and under the direct supervision of the Protection Manager (PM), the Protection Officer (PO) will be responsible for the management of protection monitoring activities. He/ she will supervise and coordinate the work of protection assistants, and community workers to ensure timely and quality implementation of protection, PSS, and peaceful coexistence activities in Panyijiar. The PO will implement protection case management, PSS support for youth, cash transfer for the most affected community members, mobile protection activities and protection report writing. The PO will also oversee the protection team's timely implementation of protection activities, including implementation of assessments, such as rapid protection assessments (RPA), data submission, and implementation of individual protection assistance (IPA). The PO, through trainings and resources, will build capacity of the protection team to identify and respond to protection issues in a safe way that does not cause harm.

Major Responsibilities

Program Implementation and Monitoring

- Implement protection monitoring activities, including PSN identification, protection case management, targetted individual assistance (TIA) including cash-based assistance, peace messaging and awareness.
- Promote and guide community-based protection, Youth-led PSS wellness group activities, protection case management, awareness raising and support to PSNs (including referrals). Also participate in mobile multi-sector integrated protection activities,
- Support CBPP teams to develop and prioritize community protection risk and conflict mitigation strategies to inform protection response activities.

- Supervise and provide guidance to protection assistants, case workers and protection information assistant to ensure integration on peace and PSS activities into activities.
- Supervise Protection Assistants and provide guidance on Protection Monitoring, PSS group and community-wide activities, referrals, and coordination of protection activities.
- Mobilize youth groups and CBPP groups to implement and lead awareness campaigns, disseminating information about people's rights services available in the settlements.; and contribute to local dispute resolutions.
- Continuously monitor the provision of services on the site and report on findings, to ensure protection considerations are mainstreamed across all sectors.
- Analyses trends in the protection situation within and affecting the area of deployment for program, advocacy, and management purposes.
- Ensure the data security protocols are in place and followed by all protection team members to ensure that sensitive and identifying information is not shared and that procedures are understood for dealing with security breaches or confiscation of protection monitoring equipment.
- Work with other Protection team members to maintain and regularly update service mapping information of available service providers for referrals.
- Compiles protection monitoring reports and provide input in designing protection monitoring tools and formats.
- Prepare all necessary documentation for each activity (including weekly vehicle movement plans (in collaboration with the WPE team), procurement requests, payment requests, etc.) and for the reconciliation of the money spent during each activity.
- Participate in coordination meetings as requested by Deputy Protection Manager.
- Document case studies, best practices and lessons learned from each of the activities implemented.

Team Management

- Lead and supervise protection assistants, case workers, and community outreach volunteers with a strong focus on building capacity of staff and improving their learning around monitoring and response.
- Ensure learning is shared across the protection teams including general orientation, regular training, and mentoring
- Maintain open and professional relations with team members, promoting team spirit and overall guidance so that ERM protection monitors successfully complete their activities and staff training and development activities

External Coordination, Representation and Advocacy

- Ensure effective communication with other service providers and IRC sectors.
- 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 PM.

Job Requirements:

- Higher Diploma or Degree in Social Sciences, Law, or related field
- At least 2 years community-based training experience involving human rights and/or protection and protection monitoring/human rights experience
- Comprehensive understanding of human rights and protection principles
- Excellent interpersonal skills and works well with people of different cultures, gender and backgrounds
- Commitment to human rights and protection principles
- Strong English writing and organizational skills
- Familiarity with customary laws, judiciary systems and legal developments and issues in Southern Sudan
- Works collaboratively with team members to achieve results
- Previous experience working with an NGO or INGO required, experience with programming preferred
- Strong management and supervisor skills
- Demonstrated organizational, management and reporting skills;
- Strong communication skills

- Demonstrated ability to liaise with partner organizations
- Ability to work under pressure with competing priorities and deadlines
- Strong problem solving skills with ability to be flexible, adaptable, and creative in a challenging and fast-moving multicultural environment;
- Excellent computer skills: MS Word, Excel and Outlook;
- Fluency in English required and local languages relevant to the context, both spoken and written required.

The position is for: **SOUTH SUDANESE NATIONALS WITH ALL NATIONAL DOCUMENTS.** Please submit a cover letter outlining your interest and qualifications and CV if you would like to be considered for this position

Demonstrated Skills and Competencies:

- Belief in human rights including gender equality.
- Good communication skills including ability to gain trust and build relationships with new communities.
- Basic computer skills including Microsoft Word and excel
- Good interpersonal skills and ability to work as part of a team, as well as independently.
- Flexible and able to work in a dynamic and diverse environment.

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 the 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.

How to apply:

Interested applicants should submit a CV with 3 references and a copy of their national ID and, including day time telephone contact to either addressing an email to the Human Resources Department at SS-HR@Rescue.org. Please indicate the title of the position applied for in the subject line of the email. Alternatively, applications can be hand-delivered to IRC Juba Offices or IRC Ganyiel or Nyal Offices. Please clearly mark the position title and dut , station.

Deadline for submission: **Friday 12th November 2021 at 5:00pm Central African Time....** NOTE: Only shortlisted 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.

