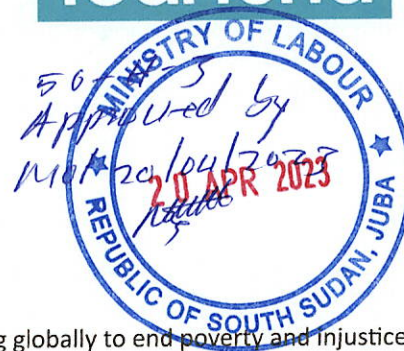




JOB ADVERTISEMENT

POSITION: Gender and Protection Manager
LOCATION: Juba
STARTING DATE: ASAP



Tearfund is a Christian international relief and development agency working globally to end poverty and injustice, and to restore dignity and hope in some of the world's poorest communities.

Our vision is to see all people freed from poverty, living transformed lives and reaching their God-given potential by:

- Envisioning churches to embrace their calling to address poverty and injustice
- Developing communities and building resilience, sustainably and holistically
- Changing unjust policies and practices to deliver justice for poor communities
- Enabling communities affected by disaster and conflict to recover quickly and be better equipped to face future hazards.

We are committed to developing experts who are inspired, resourceful, courageous, compassionate and equipped. If you are interested in working with us, take time to look around our website and discover more about our unique organisation.

Tearfund South Sudan Programme is looking for a suitable **South Sudanese** candidate to fill in the position of **Gender and Protection Manager** to be based in **Juba, Central Equatoria State**

JOB OVERVIEW

The Gender and Protection Manager is responsible for coordinating the sexual and gender-based violence (SGBV) and protection projects and providing technical support and ensuring gender and protection are mainstreamed in all projects implemented in the country programme. As such, he/she coordinates and manages the planning and implementation (if stand-alone projects exist) and monitoring of SGBV project activities, manages the sector staff team and supports Area Coordinators in the production of internal and external narrative and financial reports.

POSITION IN THE ORGANIZATION

- Grade: A5
- Reports to the Program Director
- Liaises closely with the Gender and Protection Lead in the ECA Region.
- Leads the mainstreaming of the gender transformative approaches in all of South Sudan programmes within the scope of work of the Protection and Gender unit in the region.
- Responsible for delivery of programmes on gender transformative approaches for SGBV
- Responsible for developing an evidence-based policy and programming brief for gender transformative approaches in South Sudan.

TEARFUND'S CHRISTIAN CULTURE



- We believe that prayer and discernment is fundamental to Tearfund achieving its mission of restoring relationships, ending extreme poverty, and transforming lives. As a Tearfund staff member you are expected to:-
- Engage with Tearfund Prays and the Prayer hub
- Lead or participate in spiritual sessions of prayer and biblical reflection within your group
- Be committed to Tearfund's Mission, Values, and Beliefs statement and to be actively working and living in accordance with Tearfund's Christian beliefs and theology of mission
- Maintain your own spiritual development, discover your gifts/callings and grow in discipleship

ORGANIZATIONAL REQUIREMENTS

- All staff are expected to live out Tearfund's values as they represent Tearfund externally
- All post-holders are expected to fulfil their personal objectives set by their line manager, contribute to their team's overall objectives, take responsibility for reviewing their ongoing personal development and maintain an awareness of Tearfund's strategy.
- All Tearfund staff share responsibility to promote and maintain a strong safeguarding culture, including identifying the key actions they should take given their role and responsibilities.

Scope of job

The Gender and Protection Manager is an innovative individual who has extensive demonstrable experience in Gender or GBV with a humanitarian organisation in both emergency and development contexts. He/She should be knowledgeable of and have practical experience in gender mainstreaming, community-level gender transformative approaches, protection, and inclusion/disability. He/She will also manage a programme cycle and will have experience working in an insecure and politically sensitive environment.

The bearer of this position is expected to have a high degree of professionalism and integrity, and will have excellent coordination, leadership, and interpersonal skills. He/She will be able to communicate clearly and strategically with stakeholders and will also create a strong sense of purpose and commitment with His/Her own operations. A strong command of both written and spoken English is essential and knowledge of a local language is strongly desired.

KEY RESPONSIBILITIES

PROGRAMME STRATEGY

- Provide the local information to the Senior Management Team (SMT) as part of the programme's strategy development process for use in the South Sudan Programme Framework
- Ensure that Tearfund's purpose, values and the programme objectives are communicated amongst staff to create mutual understanding and ownership and facilitate input from staff in the strategic planning process
- Design, develop and support implementation of the gender transformative processes across South Sudan field teams and adaptation in new contexts related to SGBV and peacebuilding.
- Lead the development of South Sudan context specific programmatic and policy tools, communication and resources in consultation with the Protection and Gender unit.
- Line-manage both directly and indirectly (dotted-line) staff working on projects and programmes as required.



PROJECT / SUPPORT FUNCTION MANAGEMENT

- Monitor the humanitarian situation in the project areas, making detailed reports and within the agreed country programme strategy propose recommendations to the SMT regarding community needs, vulnerabilities/capacities and suggested responses.
- Promote the role of faith in gender transformative approach and liaison within the broader sector, engaging men and working on gender justice ensuring coordination with other teams internally.
- Support the development of fundraising proposals and mobilising funding
- Financial and donor management as and when required and applicable
- Design, develop and operationalize an integrated and context-specific tool for baseline for gender transformative approach on SGBV and Peacebuilding in South Sudan.
- Implement an integrated approach on “Transforming Masculinities” for both SGBV and peacebuilding in South Sudan in consultation with the Thematic Support Unit.
- Adaptation of the process, curriculum and program for an integrated approach to SGBV and Peace Building.
- Develop a programming and policy brief for gender transformative approaches to peacebuilding for Tearfund South Sudan.

CORPORATE POLICY AND COMPLIANCE

- Responsible for ensuring compliance amongst project staff to security and health and policy, and any accidents or potential incidents are recorded.
- Responsible for compliance amongst relevant project staff with local and international Tearfund procedures
- Responsible for induction of project staff, ensuring their familiarity with Tearfund mandate, values, Quality Standards, policies and programme objectives, and their individual responsibilities in upholding these standards and policies.
- As a member of SMT and in conjunction with the HR Manager, ensure local recruitment for project implementation is consistent with Tearfund HR recruitment policies, the legal context and local practice.
- In conjunction with the Finance Manager, ensure project financial management is in accordance with Tearfund financial system and policies
- In conjunction with the Logistics Manager, ensure logistics systems are understood (procurement, transport, storage, communications, estate/buildings management, asset management, etc.) by project staff

EXTERNAL REPRESENTATION

- Contribute to the build positive working relationships with local communities, government officials, local churches, UN and where appropriate, donor representatives
- Work independently and with other agencies to build local community acceptance of Tearfund and other humanitarian agencies
- Participate proactively in local and national gender cluster and other relevant meetings and report back to the Country Office

EXTERNAL REPRESENTATION

- Build positive working relationships with Relief & Rehabilitation Commission (RRC), local communities, Local government line ministries department, local churches, and other NGO representatives.
- Engage with local communities and community leaders to encourage local ownership of the programme, soliciting feedback and resolving issues together.
- Liaise with local communities, local government and community leaders regarding community related issues when relevant



CORPORATE POLICIES, MANAGEMENT SYSTEMS and PROCEDURES

- Contribute towards the promotion and adherence to Tearfund's Purpose, Basis of Faith, Core Values and Operating Principles.
- Undertake all activities in accordance with internal management systems, operating procedures and policies, and monitor field-based work to maintain compliance.
- Provide training for staff on corporate policies and procedures.

PERSONNEL MANAGEMENT

- Promote the conditions for effective teamwork and commitment to Tearfund values and operating principles.
- Ensure that staff respect gender equality and local culture in a sensitive way.
- Where appropriate provide pastoral support to members of the team.

SPIRITUAL LEADERSHIP

- Support staff's spiritual well-being and encourage adherence to Tearfund's Christian distinctiveness.
- Lead and participate in spiritual sessions of worship, prayer, teaching and reflection and be committed to the outworking of Tearfund's Missions, Values and Beliefs Statement.
- Participate in spiritual sessions of worship, prayer, teaching and reflection and be committed to the outworking of Tearfund's Missions, Values and Beliefs Statement.
- Responsible for maintaining your own spiritual development.
- Be committed to actively working and living in accordance with Tearfund's evangelical Christian beliefs.

Program Support

- Work with the programme manager to ensure the protection mainstreaming principles are applied during all the phases of the project implementation.
- Lead protection and gender- focussed programmatic approaches and activities.
- To assist in piloting 'Transformative Masculinities' to promote Gender Equality and Gender Justice to the required quality standards.
- Ensure project components and activities are gender-sensitive as outlined in the project proposal and budget.
- Work with thematic sector colleagues to identify and capitalize on opportunities to integrate or improve the integration of activities or response.
- To ensure that target populations with protection concerns are identified, access services, and receive support, through appropriate referral mechanisms and that protection issues are addressed regularly and on time.
- Ensure the safety and protection of project participants including protection of women and girls from SGBV and sexual exploitation and abuse.
- To work closely with Gender Champions and other community groups to conduct periodic reviews on gender and protection and assess barriers/protection risks faced by women, children, and other groups at risk informing quality programme implementation action.
- In case of delay in project implementation, communicate to the programme manager on time.


EXTERNAL REPRESENTATION

- Contribute to the build positive working relationships with local communities, government officials, local churches, UN and where appropriate, donor representatives
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Person specification

Job Title: **Gender and Protection Manager**

	ESSENTIAL	DESIRED
QUALIFICATIONS	<ul style="list-style-type: none"> Degree in development or related field (or equivalent level of knowledge) 	<ul style="list-style-type: none"> Any additional qualification in gender, youth and development at postgraduate level.
EXPERIENCE	<ul style="list-style-type: none"> Experience of working in SGBV, including specialist in work on gender and masculinities. Experience and proven track record of working with young people. Experience of working overseas and across cultures, in conflict / post-conflict settings. About 5-7 years of experience of working in the Development and Humanitarian Aid sectors Strategic planning Programme and strategy development Development of project proposals Experience in research and experience in needs and gender assessments Donor liaison Collaboration and partnerships with key sector stakeholders. 	<ul style="list-style-type: none"> Experience of working in South Sudan. Successful management of donor funded projects. 
SKILLS/ ABILITIES	<ul style="list-style-type: none"> Strong communication skills (both verbal and written) Strong project management skills Strong people management skills Proposal writing skills Budget development and management Good IT skills for project management Good presentation skills Ability to deliver tasks to deadline Good networking skills Good team working skills Skills with social media 	<ul style="list-style-type: none"> Training and mentoring skills Media skills
PERSONAL QUALITIES	<ul style="list-style-type: none"> Committed Christian with a personal relationship with God Christian motivation in relation to injustice and serving those in need Confident communicator Integrity Good time management Team player strong organisation skills Able to work independently Flexibility, ability to remain calm under pressure Willingness to travel and live in basic field conditions 	<ul style="list-style-type: none"> Networking People developer and motivator



OTHER COMMENTS:

- Regular travel across cluster countries is a requirement
- All roles require a DBS/Police check
- Tearfund is a member of the [SCHR Misconduct Disclosure Scheme](#)

Personal identification information will be submitted against a Watchlist database to check against criminal convictions as a counter-terror measure

How to Apply:

If you are the candidate we are looking for, please submit your CV and cover letter **only in English** as well as Tearfund application form- which can be collected from the HR Department at Tearfund office or find attached with the advert, Located in **ECSS Compound, Hai Jerusalem** or Any Tearfund Field Offices detailing your experience for the post and include your daytime telephone contact. Applications online can be submitted through <https://www.tearfund.org> the subject matter of your email should be the title of the job you are applying for.

Closing date for receiving applications is **12th May 2023 at 4:00pm.**

NB:

- **Applications once received are not returnable**
- **Female Candidates are encouraged to Apply**
- **Due to the urgency of the position, applications submitted will be shortlisted on a rolling basis, should there be suitable candidates, and the position may be filled before the deadline for applications.**
- **Only short-listed candidates will be notified.**

