



COALITION FOR HUMANITY

Improving Community Resilience

Location: Gudele Block 8, Block No. 121, North of Zain Customer Care Shop

About Coalition for Humanity

Coalition for Humanity (CH) is a National NGO with many years of experience in implementing humanitarian and development/resilience projects in South Sudan. We focus on Food Security and Livelihoods (FSL), Water, Sanitation and Hygiene (WASH; Gender Based Violence (GBV), General Protection (GP), health and nutrition. Coalition for Humanity has experience in integrating projects, forming a nexus across sectors in order to leverage on resources. We consider Protection/GBV, Housing, land and property rights (HLP), peacebuilding and conflict transformation as cross cutting issues. We have successfully integrated these in WASH, FSL, Nonfood items, Health and Nutrition. CH has its headquarters in Juba but with presence in Upper Nile, Unity and Central Equatoria States. Our ultimate goal is to reach out to people across the entire country South Sudan.

As national organization, Coalition for Humanity is committed to working with communities to build their resilience as well as to nurture the capacity of locals in delivering holistic and local context specific responses.

Coalition for Humanity is therefore, seeking to recruit South Sudanese nationals for the following below positions.

PROTECTION OFFICER

JOB DESCRIPTION AND JOB SPECIFICATION

Position description

Job title: Protection Officer

Job Location: Juba Mangala, and Mayom Counties

Reports to: Programme Manager

Job Grade: Based on qualification and experience

Contract Type: One year, with possibility of renewal

Job Summary

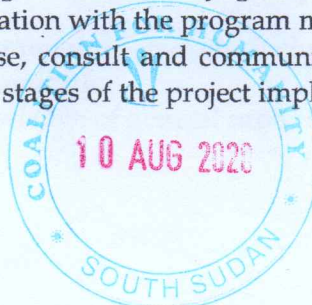
The Protection Officer shall work under the direct guidance and supervision of the Head of Programs. The Protection Officer is responsible for planning, leading and coordinating quality timely and effective protection response to the needs of the vulnerable affected populations this include ensuring protection mainstreaming methodologies and safeguarding by ensuring that all persons of concern are involved in decisions that affect them through technical support to project

planning and implementation, monitoring and reporting of activities. The Protection Officer will directly supervise the assigned HLP and protection assistants and other support staff.

KEY RESPONSIBILITIES

Project planning and implementation

- Lead the development of project overall implementation work plan with support and consultation with the program manager, the M&E manager and the head of programs and resource mobilization.
- Oversee the implementation of general protection ensuring technical quality and standards are considered and respected during the project implementation including but not limited protection monitoring, awareness raising and sensitization, household visits, community-based protection approaches, and capacity building.
- Support the program manager in developing new or adapted activities, awareness raising materials, training curricula, FGDs, safety audit questionnaires and M&E tools in collaboration with the M& E Manager and other program staff.
- Take the lead in preparing the reports of conducted protection assessments, safety audits household visits and analyze the trend of needs for identified persons with special needs.
- Conduct protection field monitoring and supervision to provide feedback and guidance to protection assistants to improve service provision to targeted beneficiaries in the project location.
- Facilitate harmonization, reproduction and dissemination of national guidelines and treatment protocols for life saving procedures in relation to Covid-19 pandemic response under the high-level task force.
- In collaboration with the M&E Manager, support project monitoring and evaluation in coordination with the project assistants, partners and beneficiaries during project activity implementation.
- Take the lead to orient, train and enhance the capacity of protection assistants through hands on approach in project location to effectively implement general protection planned activities.
- Ensure the project is implemented in accordance with relevant coalition for humanity technical guidelines and standards as well as donor policies and guidelines.
- Ensure the proper project budget utilization and physical targets achieved are documented and reviewed throughout the project implementation period.
- Proactively anticipate, mitigate risks and trouble-shoot any unforeseen challenges during the project implementation period.
- Prepare, manage and report on context specific budget forecasts during project activity implementation in liaison with the finance department.
- Ensure project records and documents (finance, logistics, administration/human resource, beneficiary lists, donation certificate, attendance sheets and compiled in accordance to coalition for humanity procedures.
- Ensure project staff are aware of and respect coalition for humanity's code of contact and procedures.
- Ensure that project team is aware of security issues, guidelines, policies and standard operating procedures are followed during project implementation.
- Contribute to updating of the security guidelines in the project area based on field experiences in collaboration with the program manager.
- Support, facilitate, liaise, consult and communicate with beneficiaries, local authorities and stakeholders in all stages of the project implementation.



- Ensure ownership of the project by targeted beneficiaries through active involvement and participation of the project beneficiaries during the project implementation.
- Perform any other protection related assignment as assigned by the program manager whenever need arises.

External relations and representation

- Participate actively in general protection coordination meetings with other partners and contribute to sharing of lessons learnt, challenges and experiences with the aim of avoiding duplication of resources and efforts.
- Identify opportunities for collaboration and coordinate with partners for complementarity of efforts and resources rather than replication.
- Facilitate and coordinate field visits organized by the project donors and other partners in the project location in collaboration with state protection cluster focal points.

Project quality control

- Ensure lessons learnt are well documented, shared and reflected in project planning and decision making during the project implementation.
- Ensure the efficient utilization of project resources in line with agreed policies and guidelines both internally for coalition for humanity and externally for donors (SSHF).
- Ensure proper tracking and documentation of project indicator data and targets achieved by the project team during implementation.

Project Reporting

- Provide regular and timely update of project implementation progress to supervisor and state cluster focal persons in accordance to the set reporting timelines.
- Ensure preparation and submission of weekly general protection updates from project implementation to the program manager.
- Contribute to preparation of internal project activity narrative of implementation status as required by the project donors (SSHF) and other donors.

Person specifications

a) Education

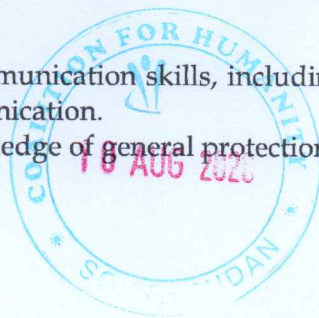
- Bachelor's degree in social sciences, humanitarian programming, international development, human rights, social work, community development, democracy and governance, gender studies or other related discipline.
- Certification preferably in community development, social work, counseling, psychology or any other related field is desirable.

b) Experience

- Minimum 2 years of proven experience in NGO project implementation, particularly in managing GBV and Peace Building projects.
- Excellent writing and editing skills for external audiences (including governments and donors).
- Experience in protection, gender based violence, housing, land and property rights, project management and working with monitoring and evaluation tools
- Experience in SGBV, women empowerment and community empowerment related programming
- Proven experience liaising with government departments, UN agencies, and donor projects.

c) Core competencies

- Advanced communication skills, including active listening skills and excellent written communication.
- Excellent knowledge of general protection, PSEA, GBV and PSS basic principles



- Excellent knowledge of protection and HLP case management principles
- Excellent knowledge of the negative impacts of conflict on the individual, family and communities, with respect to housing, land and property.
- Good communication and psychosocial first aid skills
- Exceptional professionalism and interpersonal skills and an ability to work with team members and stakeholders.
- Ability to represent the organization and its objectives in highly professional and responsible manner.
- Ability to allocate and review priorities to meet deadlines.
- Proven knowledge and experience in developing and implementing community mobilization projects
- Ability to meet strict deadlines

d) Behavioral Competencies

- Flexibility in approach and an ability to adapt to varying demands and work hours
- Ability to identify problems and resolve them
- Ability to work unsupervised
- Proficient skills and experience in working on MS Office
- Ability to exercise sound judgment, to remain flexible to a changing environment, and to make decisions independently
- Ability to work well with a cross-cultural team
- Familiarity with international humanitarian operations, coordination structures, and the mandates of donors, UN agencies, and other NGOs.

NB. The job duties and responsibilities as set out above are not exhaustive and the post holder may be required to carry out additional duties within reasonableness of their level of skills and experience. All applications should be sent to the email: jobs@coalitionforhumanityss.org or hand delivered to any of CH's offices by **27th August 2021**. Indicate **the position** you're applying for in the Subject line.





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PROTECTION ASSISTANTS

JOB DESCRIPTION AND JOB SPECIFICATION

Position description

Job title: Project Assistant

Job Location: 5 positions (Juba Former POC 1, Juba Former POC 3, Bentiu POC, Mangala IDP Site, and Mayom County)

Reports to: Programme Manager

Job Grade: As per CH internal grading system

Contract Type: One year, with possibility of extension

Job Summary

The Protection Assistant will be responsible for implementing protection activities in the above locations. The assistant will conduct assessments, risk analysis, and document protection concerns related to housing, land and property. He or she will work under the direct supervision of the project officer. He or she will ensure provision of onsite protection services for displaced persons and survivors living in the respective locations and refer to partner agencies for further

support. The position holder will provide psychosocial support, awareness raising activities, conduct FGDs, key informant interviews and capacity building training for leaders including provision of information on available services.

KEY RESPONSIBILITIES

- Conduct protection monitoring activities such as FGDs, KIIs, home visits and identify persons with special needs within the community.
- Ensure ongoing HLP case management and documentation of protection violations.
- Advocate and create awareness in order to promote and protect the HLP rights of the most vulnerable people in the community.
- Follow up on HLP cases and provide counseling and feedback on the status and processing of individual cases.
- Assist in protection mainstreaming by providing insight in protection interventions for the PSN (Persons with Specific Needs) population.
- Participate in co-ordination meetings
- Produce accurate, detailed and timely reports highlighting objectives, achievements and impact on project activities.
- Performing other duties as and when assigned by the protection officer
- Facilitate establishment of community-based HLP support for the vulnerable persons with specific needs.
- Ensure weekly, monthly and quarterly reports are analyzed, compiled and submitted to the Protection Officer for sharing.

Person specification

a) Education

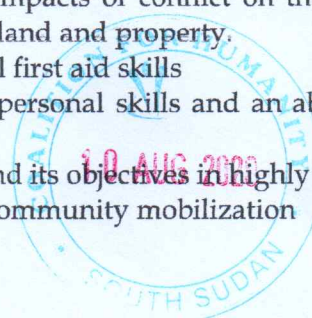
- Diploma in community development, rural development, social sciences, gender studies, human rights, social work or any other related field.
- Certificates in social work, counselling, SGBV, PSS, PFA or any other related field are desirable.

b) Experience

- Minimum of 1-2 years' work experience related to general protection and demonstrated experience working directly with communities on housing, land and property issues, among other protection needs.
- MUST have a demonstrated understanding of key principles of community engagement, SGBV, CP, PSS, PFA and women and community empowerment.
- Training and capacity building experience, particularly using participatory techniques for training related to community-based protection mechanisms.

c) Core competencies

- Good communication skills, including active listening skills and written communication.
- Good knowledge of general protection, PSEA, GBV and PSS basic principles
- Excellent knowledge of protection and HLP case management principles
- Excellent knowledge of the negative impacts of conflict on the individual, family and communities, with respect to housing, land and property.
- Good communication and psychosocial first aid skills
- Exceptional professionalism and interpersonal skills and an ability to work with team members and stakeholders.
- Ability to represent the organization and its objectives in highly professional manner.
- Proven knowledge and experience in community mobilization



- Ability to meet strict deadlines

d) Behavioral Competencies

- Flexibility in approach and an ability to adapt to varying demands and work hours
- Ability to identify problems and resolve them
- Ability to work with minimal supervision
- Proficiency in working on MS Office
- Ability to exercise sound judgment and to remain flexible to a changing environment
- Ability to work well with a cross-cultural team
- Familiarity with international humanitarian operations, coordination structures, and the mandates of donors, UN agencies, and other NGOs.

NB. This position is based in the location mentioned. The applicant must be a resident of the county they are applying for. The job duties and responsibilities as set out above are not exhaustive and the post holder maybe required to carry out additional duties within reasonableness of their level of skills and experience.

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LEGAL OFFICER

JOB DESCRIPTION AND JOB SPECIFICATION

Position description Job title: HLP Legal Officer

Job Location: Juba, and Bentiu/Rubkona Former POC (Bentiu)

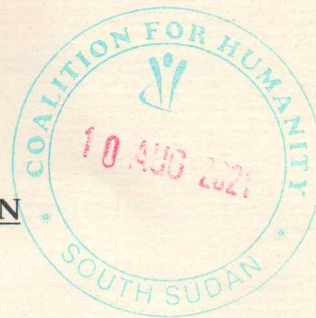
Reports to: Programme Manager

Job Grade: Based on qualification and experience

Contract Type: One year, with possibility of renewal

Job Summary

The HLP Legal Officer shall work under the direct guidance and supervision of the Head of Programs. The officer is responsible for planning, leading and coordinating quality timely and effective addressing of housing, land and property issues affecting IDP populations in the above named locations. The legal officer will offer legal advice to IDPs and returnees and address protection concerns related to housing, land and property affecting the populations in the three former POCs and Mangala IDP site. The legal officer will also be in charge of raising awareness on the legal issues affecting IDPs in terms of housing, land and property and support project planning and implementation, monitoring and reporting of activities in the four locations.



KEY RESPONSIBILITIES

- Handle a range of issues related to housing, land and property law of South Sudan, including the interpretation and application of constitutive, legislative and other instruments governing HLP activities and operations, in consultation with the head of programs and other project staff.
- Conduct extensive legal research and analysis and prepare briefs, reports and monographs on behalf of coalition for humanity.
- Undertake basic or extensive review of legal documents, instruments, or other material and identify important issues, similarities, and inconsistencies, with the view of helping IDPs with housing, land and property issues.
- Prepare drafts of background papers, studies, reports, legislative texts and commentaries on those texts in line with HLP issues affecting IDPs in the respective locations.
- Prepare legal opinions and advice on a wide range of HLP issues, privileges and immunities, criminal prosecutions, institutional questions, constitutional and administrative law of the country.
- Assist in the negotiation and settlement of claims and disputes related to housing, land and property, affecting IDPs in the respective locations.
- Report on HLP issues and prepare background material, summaries of issues and views of IDPs collected in meetings and Forum Group Discussions.
- Provides legal advice on HLP matters and raise awareness on the same issues among the camp populations in the respective locations.
- Performs other duties as assigned.

Person specification

a) Education

- Bachelor of Laws (LLB) Degree.
- Professional certification in land and property litigation will be an added advantage.
- General Protection experience
- Must be an advocate of the high court of South Sudan or equivalent

b) Experience

- Minimum of 2 years' work experience related to land and property or general protection litigation.
- Demonstrated experience of working directly with communities on housing, land and property issues, among other protection needs.
- MUST have a demonstrated understanding of key principles of community engagement, land and property law and community empowerment.
- Training and capacity building experience, particularly on matters related to housing, land and property.

c) Core competencies

- Good communication skills, including active listening skills and written communication.
- Good knowledge of general protection, PSEA, GBV and PSS basic principles
- Excellent knowledge of protection and HLP case management principles
- Excellent knowledge of the negative impacts of conflict on the individual, family and communities, with respect to housing, land and property.
- Good communication and psychosocial support skills



- Exceptional professionalism and interpersonal skills and an ability to work with team members and stakeholders.
- Ability to represent the organization and its objectives in highly professional manner.
- Proven knowledge and experience in community mobilization

d) Behavioral Competencies

- Flexibility in approach and an ability to adapt to varying demands and work hours
- Ability to identify problems and resolve them
- Ability to work with minimal supervision
- Proficiency in working on MS Office
- Ability to exercise sound judgment and to remain flexible to a changing environment
- Ability to work well with a cross-cultural team
- Familiarity with international humanitarian operations, coordination structures, and the mandates of donors, UN agencies, and other NGOs.

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FOOD SECURITY AND LIVELIHOOD PROJECT OFFICER

JOB DESCRIPTION AND JOB SPECIFICATIONS

Position description

Job title: Food Security and Livelihood Project Officer

Job Location: 1 position, Mayendit

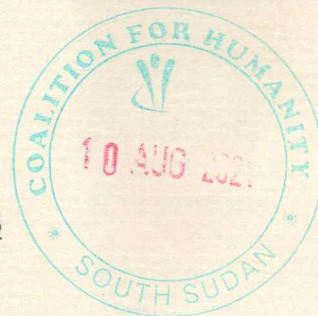
Reports to: Programme Manager

Job Grade: As per CH internal grading system

Contract Type: One year, with possibility of extension

Job Summary

The Food Security and Livelihood Project Officer will work with the Food Security and Livelihood assistant to ensure distribution of emergency food and livelihood inputs as well as leading the implementation of other project activities in Mayendit County. The project officer is responsible for planning, budgeting, and implementation of FSL activities in the county. The officer will report directly to the M&E and Project Coordination Manager.



KEY RESPONSIBILITIES

- Take lead in planning, budgeting and implementation of Food Security and Livelihood activities in Mayendit County
- Identification, registration and verification of the targeted beneficiaries in accordance with the vulnerability criteria set by the emergency livelihood response project in collaboration with the field enumerators and mobilizers.
- Provide inputs to preparation of high-level project implementation reports in accordance to the donor reporting guidelines and timelines.
- Coordinate with the logistics team to put in place farm input supply request and ensure accountability during distribution
- Training of beneficiary household on best practices to increase crop production, fish production and vegetable production among the targeted vulnerable populations.
- Training of farmers in climate resilient agriculture, seed preparation and seed production
- Prepare monthly plans, project reports, distribution reports and post distribution monitoring reports.
- Supervise extension workers, project assistants and community volunteers (Enumerators, crowd controllers, local guards, splitters) to ensure smooth implementation of the project activities according to the approved work plan and budgets
- Contribute effectively to building positive working relationships with key partners for integration of intervention and local government authorities in the project location.
- Actively engage the project beneficiaries through active consultation and participation to promote accountability and ownership of the project benefits.

Person specification

a) Education

- Bachelor's Degree in either agriculture, crop husbandry, community development, rural development or other related field.
- Professional certification in nutrition, agronomy or any related subject.

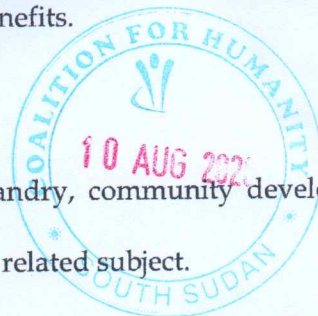
b) Experience

- A minimum of 2 years post-qualification professional experience working in FSL. Prior FAO, SSHF project experience is an added advantage.
- Experience in community mobilization and stakeholder's engagement to promote active participation.
- Ability to work as a team member or independently with minimal supervision
- Excellent communication skills (written and oral) with ability to produce good written reports

c) Core competencies

- Good communication skills, including active listening skills and written communication.
- Excellent knowledge of food distribution and humanitarian principles
- Excellent knowledge of the negative impacts of conflict on the individual, family and communities, with respect to housing, land and property.
- Good oral and written communication skills
- Exceptional professionalism and interpersonal skills and an ability to work with team members and stakeholders.
- Ability to represent the organization and its objectives in highly professional manner.
- Proven knowledge and experience in community mobilization

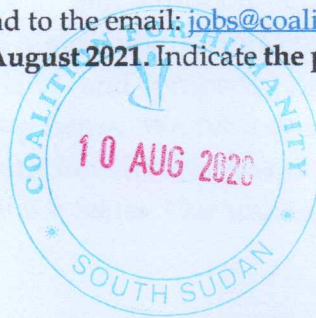
d) Behavioral Competencies



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- Ability to work with minimal supervision
- Proficiency in working on MS Office
- Ability to exercise sound judgment and to remain flexible to a changing environment
- Ability to work well with a cross-cultural team
- Familiarity with international humanitarian operations, coordination structures, and the mandates of donors, UN agencies, and other NGOs.

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FOOD SECURITY AND LIVELIHOOD PROJECT ASSISTANT

JOB DESCRIPTION AND JOB SPECIFICATIONS

Position description

Job title: Food Security and Livelihood Project Assistant

Job Location: (Mayendit 1 Position)

Reports to: Food Security and Livelihood Project Officer

Job Grade: As per CH internal grading system

Contract Type: Temporary Fixed term 6 months with possibility of extension

Job Summary

The FSL Project assistant will work with the Food Security and Livelihood officer to ensure distribution of emergency food, and livelihood inputs. He or she will support the implementation of FSL project activities in Mayendit County. The project assistant is responsible for community mobilization, sensitization and AAP committee formation, and documentation of activities.

- Identification of distribution sites in consultations with beneficiaries.
- Community mobilization and sensitization during distribution
- Awareness creation and passing of climate resilience farming information to households
- Support the sensitization of key stakeholders, targeted communities and participate in identification and registration of households' beneficiaries for the emergency livelihood response project support.
- Support the preparation of monthly plans, project reports, distribution reports and post distribution monitoring reports.
- Support the documentation during agricultural farm inputs distribution to the registered and verified vulnerable affected population targeted for the emergency livelihood response intervention.
- Support the training of beneficiary households on best practices to increase crop production, fish production and vegetable production among the targeted vulnerable populations.
- Support the effective implementation of covid-19 pandemic specific activities in line the cluster recommended guideline to prevent transmission and infection amongst the targeted beneficiaries.
- Support distribution of crop, vegetable seeds and farm inputs to households.
- Ensure all trainings are adequately documented (e.g. names of trainees, photos)
- Support in preparation and conducting of post distribution survey

Person specification

a) Education

- A minimum qualification of certificate in agriculture, agronomy, crop husbandry, social work, community development or other social sciences related field. A diploma or specialized/Vocational training in Agriculture will be added advantage
- Professional certification in nutrition, agronomy or any related subject is an added advantage.

b) Experience

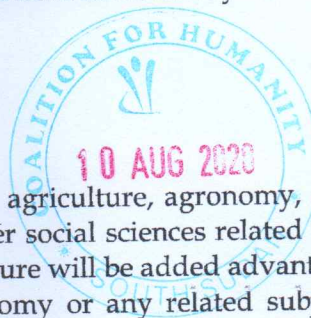
- Minimum of 1 year post qualification experience of working in FSL, including prior NGO based experience
- Experience in community mobilization and stakeholder's engagement to promote active participation.

c) Core competencies

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- Good oral and written communication skills
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- Proven knowledge and experience in community mobilization

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- Ability to work with minimal supervision



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