

JOB #: SPO-G&P-USP-808-2/2-08

JOB OPPORTUNITY

Job Title: Senior Project Officer- Gender and Protection (1)

Department: Program – P2R

Reports To: Program Manager-Social Cohesion

Country/Location: Torit

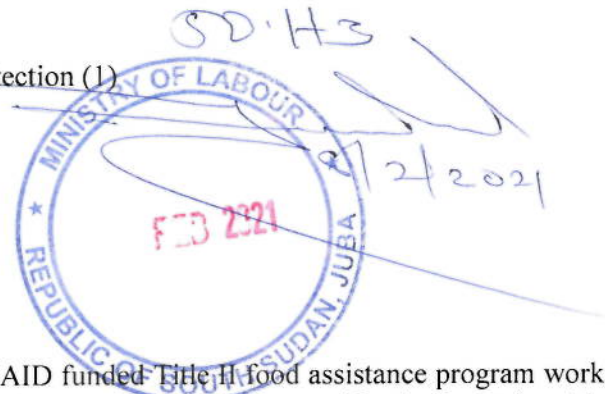
Job Summary:

The Pathways to Resilience (P2R) program is a USAID funded Title II food assistance program working with communities affected by conflict in Eastern Equatoria state (Budi and Kapoeta North County) and in Jonglei State (Duk and Akobo counties), South Sudan. The overall goal of P2R is to improve and sustain nutrition and food security in P2R operational counties by September 2023.

The post holder will contribute to P2R Program's gender integration in the planning and implementation of program activities. The Gender Officer will work directly with program teams at multiple levels and with partners, community members and established community structures by providing technical guidance and support. She/he will ensure gender integration into all P2R's programming, including WASH, disaster-risk reduction, food security and livelihoods, income generation activities and social cohesion. The Gender Officer will provide technical advice and support throughout program planning, design and implementation, applying best practices and overseeing quality program delivery and gender responsiveness.

Job Responsibilities:

- Advise program teams on the design, implementation, monitoring and evaluation of gender-responsive programming and lead the implementation of gender activities.
- Assess capacity needs of program staff, including partners; develop training plans, materials and curriculums accordingly.
- Lead the P2R Gender Working Group through coordination and oversight of activities, and the provision of resources and training.
- Design and undertake gender and barrier analyses for the consortium and its main stakeholders.
- Ensure that P2R emergency and recovery program activities are designed on the basis of an understanding of the different roles, responsibilities and time use of females and males, as well as power dynamics and cultural norms.
- Identify unique needs and capacities of program participants and make recommendations that will contribute to the promotion of right relationships between women, men, girls and boys in the communities.
- Share learning on gender initiatives across sector areas of P2R. Complete reports and documentation of assigned activities, per agency and donor requirements. Document case studies and promising practices for gender integration in the program areas.
- Develop process and outcome gender indicators for application across the program. Monitor and provide oversight of the achievement of targets, standards and sector-specific gender integration action plans; support with revisions and actualization of plans.
- Develop practical guidance for all technical program teams on gender issues to be considered in each of the sectors and program locations of P2R, based on practical knowledge of social and cultural norms.



- Establish effective working relationships with the key government partner and P2R staff; ensure that P2R resilience activities include women's leadership and meaningful participation in community planning and disaster risk reduction activities.
- Provide technical assistance to other consortium partners and the main government stakeholders at state, county and lower levels of administration to increase female participation in livelihoods activities supported by P2R.
- Design and support implementation and monitoring of initiatives that reduce the time burden of women and girls, including activities which reduce women's workloads in cultivation. Monitor the influence that these initiatives have on household and community dynamics.
- Ensure that a Do No Harm approach underpins all program activities; mainstream protection by ensuring meaningful access, safety and dignity of all beneficiaries, with special consideration for women and girls.
- Support the integration of gender into program operations, including the human resources; identify program strategies for increasing the gender diversity of program staff.

Typical Background, Experience & Requirements:

Education and Experience

- Bachelor's degree required; a degree in livelihoods, development, or gender studies is preferred
- At least five years professional work experience, including at least 3 years of gender-related programming experience for an NGO
- Additional education may substitute for some experience; additional experience may substitute for some education
- Experience utilizing participatory approaches and community engagement
- Strong training skills and experience planning and facilitating training for diverse audiences
- Demonstrable skills of internal coordination and planning, and effective external representation with senior stakeholders
- Results-focused competencies in the coordination of multiple partners and activities, in program planning, implementation and reporting
- Experience planning and implementing activities which successfully prevent and mitigate risks of gender-based violence

Personal Skills

- Analysis and problem-solving skills with ability to make sound judgment
- Good relationship management skills and the ability to work closely with local partners and the community
- Willing and able to work in remote field location with minimum or no recreational facilities
- Strong sense of integrity; able to handle sensitive information with professionalism and confidentiality
- Proactive, results-oriented and service-oriented
- Attention to details, accuracy and timeliness in executing assigned responsibilities

Required/Desired Foreign Language:

Excellent knowledge in both written and spoken English and knowledge in local language is an advantage (Acholi and / or Lotuho).

Travel Required: 50% of the time will be in the field.

Key Working Relationships:



Supervisory: None

Internal: Field Area Coordinator, Area Manager, POCU team

External: NGOs, Government and Partners

Agency-wide Competencies (for all CRS Staff):

These are rooted in the mission, values, and guiding principles of CRS and used by each staff member to fulfill his or her responsibilities and achieve the desired results.

- Trusting Relationships
- Professional Growth
- Partnership
- Accountability

Gender Competency (for all CRS Staff):

- Recognizes the importance of having a gender diverse team and promotes a safe and inclusive environment for all staff.

Disclaimer: This job description is not an exhaustive list of the skill, effort, duties, and responsibilities associated with the position.

Application Submission:

PLEASE MARK YOUR APPLICATION/EMAIL SUBJECT WITH THE JOB #: SPO-G&P-UST-808-2/2-08

Interested Candidates should submit a **non-refundable** application letter and CV together with the names of three professional referees not later than **February 26th, 2021**. Application should be submitted to CRS' office **Juba** or by email to: **southsudanvacancies@crs.org**
Only short-listed candidates will be contacted.

Equal Opportunity Employer

- ❖ *By accepting this job, I understand and acknowledge that CRS requires its staff to treat all people with dignity and respect and to actively prevent harassment, abuse, exploitation, and human trafficking. Further, I understand that if I am a successful candidate, I will be subject to a comprehensive background check, and my personal/professional references will be asked to evaluate my behaviors related to the above safeguarding-related topics.*
- ❖ *Female candidates are **HIGHLY** encouraged to apply.*

