

**JOB Advert with ZOA: Vacancy No. WAA-ZOA-02-2021**

<b>Job Opening</b>	<b>Inclusion Officer</b>
<b>Position</b>	<b>Opened for South Sudanese Only</b>
<b>Desired Start Date</b>	<b>15<sup>th</sup> June 2021</b>
<b>Duty Station</b>	<b>Bor - Jonglei State</b>
<b>Application Closing Date</b>	<b>7<sup>th</sup> June 2021</b>
<b>Duration of Contract</b>	<b>12 Months with possibility of Extension</b>

**Context:**

ZOA is a global non-governmental Christian humanitarian and development organization with a special focus in supporting refugees, internally displaced people, returnees and others who suffer because of armed conflict or natural disaster by giving them the platform to move from Relief to Recovery. Founded in 1973, ZOA currently operates in over 14 countries

ZOA has been operational in South Sudan since 1998 and is active in the sectors of FSL, Wash, Community Development, Capacity building, Education, Trauma Counselling & Psychosocial Support, Advocacy, and Peace Building projects with a mix of early-recovery programming where possible and humanitarian programming where necessary.

ZOA is looking for an Inclusion Officer, to be based in Bor- Jonglei State, with frequent travel to project sites of Anyidi, Makuach and Kolyang Counties. The candidate will work directly for ZOA South Sudan Program as the lead Partner in the We Are Able Project and will be responsible for championing the effective implementation and delivery of capacity strengthening in disability inclusion. The Inclusion Officer will be accountable to the Project coordinator. Light for the World as a Partner will provide additional technical support.

**Key roles and responsibilities:**

**Project implementation**

- Support identification and assessment of youth with disabilities and ensure their effective participation in the project.
- Conduct disability audits of We Are Able providers and support them to provide services that address the needs of women and men / youth with disabilities.
- Ensure that all We Are Able grand Phases (1,2 &3) take into account the learning needs of students with different types of impairments and that all We Are Able providers and implementing partners have the capacity to use the adapted We Are Able curricula.



- Develop the capacity of We Are Able staff and teachers to provide training to students with different types of impairments (e.g. deaf, blind, intellectual, physical, mental).
- Conduct disability audits of businesses and provide support and advice to make the workplace and their products disability friendly.
- Support the development of the operational plans of We Are Able providers from a disability inclusion point of view.
- Ensure effective linking of persons with disabilities to the labor market through Job and Business Centers, internships, apprenticeships and business development.

#### **Project monitoring**

- Ensure that disability and gender disaggregated data collection takes place.
- Conduct regular field monitoring on disability inclusion and take action accordingly.
- Generate stories of change from the project location on a regular basis to demonstrate the impact of the project.

#### **Reporting**

- Ensure accurate and timely data collection and reporting as requested by the line manager and supervised by ZOA South Sudan.
- Document field experiences at various stages of the project.

#### **Communication and coordination**

- Close contact with grant Partners, local implementing partners, Ministry of Gender and Social welfare, People and youths with disabilities in line with the Programme standards and performs other duties as required

#### **Required Knowledge and Experience**

- At least a Degree in Development Studies, Human Rights, Inclusive Education or related field.
- Minimum of 4 years of experience of involvement in disability mainstreaming processes and Programme (local/national).
- In-depth understanding of and practical experience in including youth with disabilities in mainstream education, employment opportunities and livelihood development.
- Knowledge of and experience with Project Cycle Management.
- Strong facilitation and training skills of different audiences (e.g. youth, government officials, employers).
- Strong knowledge of MS Office.
- Experience with implementation of donor funded projects is an advantage.



- Work experience in Jonglei State and remote locations is a must.

**Required Skills**

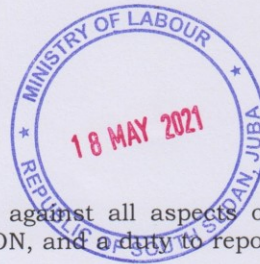
- Reflect the vision and values of ZOA South Sudan with staff, beneficiaries, external contacts.
- Strong working knowledge of English, spoken and written.
- Working knowledge of Arabic and Dinka are advantages.
- Highly developed organizational, liaison and communication skills.
- Ability to work effectively as part of a team and with minimum supervision.
- Strong inter-personal, cultural and diplomatic skills.
- Able to multi-task, set priorities, and work under tight deadlines.
- Fast learner, self-reflective and willingness to receive feedback and supervision.
- Ability to travel and work in remote project sites.
- Ability to relate inclusion and disability to personal values.

**What we offer**

- Challenging working environment with scope for professional and personal development;
- Being part of a dedicated, motivated and intercultural team.
- A gender sensitive work environment.
- Preference is given to a South Sudanese national

**Competencies – behavior:**

- High level of networking capacities, with interpersonal, organizational and intercultural sensitivity
- Able to plan and coordinate and work in an organized manner
- Able to bridge differences and bring people together
- Uncompromising in foresight, identification and addressing of security concerns
- An understanding of gender and diversity considerations within key areas of responsibility and commitment to addressing inequalities in the workplace and the Programme
- Ability to work independently under pressure, ability to prioritize and commit to meet deadlines.
- Clear knowledge of recruitment processes in South Sudan and the South Sudan Labor Law
- Excellent knowledge in procurement processes while adhering to due diligence



- Tact in protecting vulnerable communities against all aspects of SEXUAL HARRASSMENT, ABUSE, AND EXPLOITATION, and a duty to report all such abuses.

**Information on application:**

Qualified and interested South Sudanese Nationals should send their application letter & recent CV with names of at least three professional referees not later than 04:00pm on Monday the **7<sup>th</sup> June 2021** to **recruitment.southsudan@zoa.ngo** or Hand delivered to our **ZOA Juba Office at Nyakuron West, Plot No. 85, Block GII-Juba** OR to our **Bor office at Plot Nos. 18/19, Lambar Area, Bor — Jonglei State.**

**Note:** we value your application, however, only shortlisted candidates will be contacted. Persons with Disabilities are highly encouraged to apply!

**ZOA IS AN EQUAL OPPORTUNITY EMPLOYER AND EVERY APPLICATION SHALL BE VETTED ON MERIT, AND ONLY SHORTLISTED CANDIDATES WILL BE CONTACTED.**

