



Vacancy Announcement

Job Title: Senior GBV Prevention and Response Officer
Band / Level / Grade: 8B
Department: Women's Protection and Empowerment
Location: Renk -Upper Nile Station
Overtime Eligible: Exempt
(per local law)

The International Rescue Committee, one of the world's largest humanitarian agencies, provides relief, rehabilitation, and post-conflict support to victims of oppression and violent conflict in 42 countries. IRC is committed to bold leadership, innovation, and creative partnerships. South Sudan, an independent nation since 9 July 2011, is emerging from decades of brutal civil war rooted in disputes over religion, ethnicity, resources, governance, and self-determination. The security situation remains unpredictable, and the operational context is challenging. 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 10 field offices including in Juba with field program portfolio covering health, nutrition, child protection, Economic Recovery and Development (Livelihoods), women's protection and empowerment and general protection. IRC continues to provide life-saving assistance and humanitarian aid to vulnerable South Sudanese and continues to work with the affected to rebuild their lives and restore peace.

Job Description

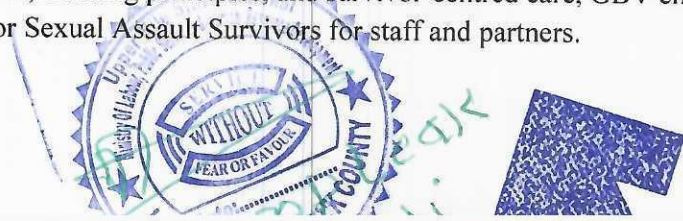
JOB SUMMARY:

The Response Officer will implement psychosocial activities for survivors of gender-based violence (GBV) in Wedweil Refugee Settlement (Aweil), including but not limited to psychosocial support to GBV survivors, supervision, and capacity building of GBV Social Workers, GBV coordination with the Protection team and other actors, and empowerment activities with women and girls. The Response Officer will be based mostly at the Wedweil Refugee Settlement and work closely with the WPE team on a day-to-day basis to ensure well-coordinated and quality GBV services are provided at the Wedweil Refugee Settlement. The Response Officer will work closely with the WPE Manager to ensure that the safe spaces are well-established and running.

Major Responsibilities:

Case Management – GBV Response

- Support GBV case workers (Response team) to provide direct support and care for adult survivors of GBV, including counseling and basic case management. Case management services will include:
 - Assessment of needs
 - Developing an action plan
 - Implementing the plan
 - Appropriate following
 - Case closure (when appropriate)
- Support and supervise GBV Caseworkers (GBV response team) to provide direct age-appropriate and specialized support and care for adolescent and girl child survivors of GBV, including counseling and case management. Case management services for survivors under the age of 18 will include the above steps of case management along with:
 - Age-appropriate engagement and decision-making by survivors
 - Do No Harm analysis.
- Develop and implement a series of age-appropriate and specialized group emotional services to be provided to at-risk women and girls, with an emphasis on meeting the needs of survivors of GBV.
- Develop/Lead training on GBV case management, Guiding principles, and survivor-centred care, GBV emergency response and preparedness, and Clinical Care for Sexual Assault Survivors for staff and partners.



GBV Prevention

- Lead/participate in developing appropriate-specific GBV/services information materials and activities for different groups identified i.e. NGOs partner, Community Leaders, Women's Groups, and the community in general with consideration of minority groups existing in the settlement.
- Ensure messages are appropriate for the community and tested before dissemination.
- Lead in all outreach activities with the identified target group and relate to.
- Lead the development of daily and weekly outreach plans based on GBV incident trends and the needs of women and girls.
- Support the outreach team to conduct house-to-house visits, group discussion sessions, or information dissemination sessions in the community to promote available GBV services to women and girls, immediate health-related consequences, GBV basic guiding principle to prevent stigmatization, and re-traumatization to access GBV services.
- Support community workers to mobilize community members to create a protective environment for women and girls and promote their safety and dignity and mitigate risk.
- Lead in GBV prevention/basic GBV guiding principle's capacity building in both formal and informal forms to various groups i.e. NGOs partner, Community Leaders, Women leader.

Mentorship

- Work with stakeholders to ensure safe and confidential access to all GBV services.
- Contribute to a positive team spirit among all IRC staff.
- Provide mentoring sessions to the GBV Caseworkers and Outreach team weekly.
- Support Community Workers to plan and conduct community Outreach and awareness at health facilities and community gathering points.

Coordination

- Support adherence to GBV referral protocols.
- Assess gaps in GBV prevention and response services in the Wedweil Refugee settlement.
- Represent the IRC at Wedweil Refugee settlement GBV-related meetings.
- Facilitate and lead community-based GBV coordination or other response-related meetings.
- Maintain positive coordination and relationships with partners and other IRC sector staff.
- Develop monthly outreach plan based on case trends and needs of women and girls.
- Participate in the GBV SC/WG meetings.
- Facilitate coordination among the GBV Focal Points in the Wedweil Refugee Settlement.

Logistics

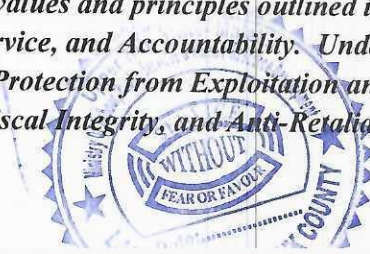
- Ensure outreach, GBV referrals, awareness raising, and mentorship activities are done following IRC logistics policy and on time to ensure the successful implementation of programs.

Monitoring & Reporting

- Ensure that ethical and GBV data collection and information management systems (GBVIMS) are in place and harmonized advocacy.
- Prepare and submit weekly, monthly, and 3-month work plans on time and incorporate manager feedback.
- Compile monthly reports and submit them to the Women's Protection and Empowerment (WPE) Manager.
- Ensure that all relevant financial documentation is completed accurately as required by IRC finance policy.

Professional Standards

- *The IRC and IRC workers must adhere to the values and principles outlined in IRC Way - Standards for Professional Conduct. These are Integrity, Service, and Accountability. Under 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.*



Key Working Relationships:

Position Reports to: WPE Manager

Position directly supervises: Caseworkers

Other Internal and/or external contacts: Prevention Officers/Community workers/Field Coordinator.

Internal: Regular relationships with the IRC WPE Program department's team.

External: Collaboration with IRC partners and donors including other non-governmental organizations, and inter-agency groups.

Job Qualifications:

Education:

- Degree/ diploma in Social Work and Social Administration or another related field preferred

Skills and Experience:

1. Counselling and training experience with a reputable organization, including years of experience counselling survivors of abuse or violence.
2. Clear understanding of gender inequality, and issues surrounding violence against women and girls.
3. Ability to maintain confidentiality and respect for clients always is essential.
4. Ability to lead, train, supervise, facilitate, and motivate other GBV staff in their respective tasks in a professional, respectful, and supportive manner.
5. Positive and professional attitude, able to organize, maintain composure prioritize work under pressure, work overtime when necessary and be able to coordinate multiple tasks, and maintain attention to detail.
6. Ability to work as a member of a team essential.
7. Ability to communicate in English and write clear and concise reports in English.
8. Must be computer literate, including Microsoft Word and Excel.

Fluency in oral and written English language is required.

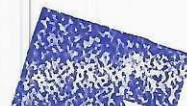
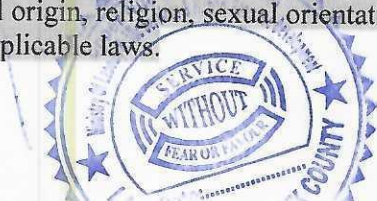
The IRC Core Values and Commitments:

Standards of Professional Conduct: The IRC and IRC workers must adhere to the values and principles outlined in IRC Way Standards for Professional Conduct. These are Integrity, Service, Accountability and Equality. 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 the IRC operates and enforces policies on Beneficiary Protection from Exploitation and Abuse, Child Safeguarding, Anti Workplace Harassment, Fiscal Integrity, and Anti-Retaliation.

Safeguarding and PSEA policy: The IRC has a zero-tolerance policy for safeguarding/PSEA violations by staff, incentive workers, visitors, sub-grantees, suppliers/sub-contractors, and implementing partners. Safeguarding/PSEA at the IRC is an integral to the organizational values and ethics, and staff and associates are expected to take all reasonable steps to prevent the sexual exploitation, abuse, and harassment of any person linked to the program by both its employees and any downstream partner. The successful candidate will be subject to a thorough background check and satisfactory references.

Narrowing the Gender Gap: The International Rescue Committee is committed to narrowing the gender gap in leadership positions. We offer benefits that provide an enabling environment for women to participate in our workforce including a flexible hour (when possible), maternity leave, transportation support, and gender-sensitive security protocols.

Equal Opportunity Employer: IRC is an Equal Opportunity Employer. IRC considers all applicants because of merit without regard to race, sex, color, national origin, religion, sexual orientation, age, marital status, veteran status, disability, or any other characteristic protected by applicable laws.



How to apply:

Interested applicants should submit a **CV with 3 references** and a copy of their **national ID** to Human Resources Renk IRC Field Office or you can e-mail applications to SS-HR@Rescue.org not later than **12th June 2024 @ 4:30pm**.

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.

**CLEARLY LABEL YOUR APPLICATION, SENIOR GBV PREVENTION AND RESPONSE OFFICER
- RENK UPPER NILE STATE.**

“WOMEN, MINORTITIES AND PEOPLE LIVINING WITH DISABILITIES ARE ENCOURAGED TO APPLY”.

