

- Strengthen capacity of non-protection staff and partners to mainstream protection and mitigate GBV risk across all sectors of operation
- Work with partners on the design, ratification and implementation of policies and practices related to safe and accountable programming, including safeguarding and feedback mechanisms. Together with DCA HR and partner Focal Points, develop and maintain a coordinated system to track orientation of newly hired staff, enumerators, incentive workers, etc to organizational policies, reporting pathways, and basic referral and support options.
- Support DCA and partner organization leadership to ensure necessary resourcing considerations are incorporated into project design and partnership agreements.
- Ensure donor compliance in relation to gender, inclusion and protection through development and filing of relevant documents and monitoring projects together with the programme and MEAL teams.
- Undertake regular field visits to provide technical guidance and supervision as well as regular monitoring of activity progress to ensure that activities are implemented according to international best practice standards.

Capacity Strengthening and Coordination

- Lead and nurture relevant task forces and groups to stimulate collaboration and coordinate capacities across the teams within the Country Office and across the partner portfolio.
- Provide structured supervision and technical support to staff/partners on gender and protection principles, mainstreaming and integration of gender and protection for programme quality.
- Lead on the assessment and follow up with partners on the gender and protection mainstreaming checklists and tools and provide targeted capacity building to partners based on assessments.
- Proactively participate and represent DCA as Gender and Protection focal points for both HQ (for example participation in the DCA gender Community of Practice) and in-country INGO networking and cluster coordination mechanisms.

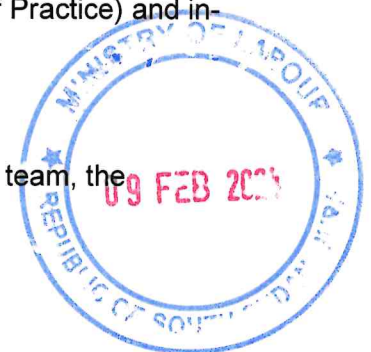
The position will be reporting to the Programme Manager.

The position will work closely together with the programme team, the MEAL team, the implementing partners, and advisors at HQ.

Required Competencies:

To be successful in this role the ideal candidate has:

- Expertise and at least 5 years of experience working in inclusion, protection, gender-based violence and gender programming.
- A bachelor's degree within a relevant field
- Expertise in design and implementation of gender and protection projects including case management in a complex environment.
- Experience mainstreaming gender and protection into other types of projects such as livelihoods or emergency assistance.
- Sound understanding of PSEA, accountability and complaints and the ability to train others and develop tools and processes.
- Excellent command of written and spoken English



- Good understanding of Project Cycle Management, humanitarian, and do-no-harm principles, HRBA and Protection Mainstreaming
- Experience in working with and capacity strengthening local partners.
- Team player with excellent communication and strong participatory leadership skills
- Willingness to travel to remote areas in South Sudan and internationally when required.

What we can offer you:

The successful applicant will be offered a **contract until December 2024 with the possibility of extension** dependent on both funding and performance.

The position is for South Sudanese nationals. Women and minorities are strongly encouraged to apply.

Expected starting date: As soon As Possible or at earliest possible date after the completion of the recruitment process.

Working hours: 40 hours per week.

Interested candidate should apply through: [Protection and Inclusion Specialist for DCA South Sudan - Intranet DCA \(empty.com\)](#)

All interested candidates irrespective of age, gender, race, religion, sexual orientationsame.ilities or ethnic affiliation are encouraged to apply for the vacancy. DCA conducts an anti-terror check as part of the recruitment process. It is a prerequisite that you can pass this check and maintain this status throughout your employment with us. Everyone applying for a job with DCA must be ready to comply with our Code of Conduct, Staff Policy on Prevention of Sexual Exploitation, Abuse and Harassment and our Child Safeguarding Policy.

Deadline for applications as described above are the 28th of February 2024.

For further information regarding DCA, please visit our website at: <https://www.danchurchaid.org/>

Only applications following the abovementioned procedures will be considered and only shortlisted candidates will be contacted.

