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SMOLP/HRM/23

INTERNAL/EXTERNAL VACANCY ANNOUNCEMENT

Vacancy No. BEU 2023/12/04/0003



Who we are:

The Danish Refugee Council (DRC) is a private, independent, humanitarian organization founded in 1956 and currently working on all aspects of refugee cause in more than twenty-five countries throughout the world. The aim of DRC is to protect refugees and internally displaced persons (IDPs) against persecution and to promote durable solutions to the problems of forced migration, on the basis of humanitarian principles and human rights. DRC works in accordance with the UN Conventions on Refugees and the Code of Conduct for the ICRC and NGOs in Disaster Relief.

The protection and assistance to conflict affected population is provided within a long-term, regional and rights-based approach in order to constitute a coherent and effective response to the challenges posed by today's conflicts. Assistance consists of relief and other humanitarian aid, rehabilitation, support to return and repatriation as well as promotion of long-term solutions to displacement and its causes. In addition, support and capacity building of local and national authorities and NGOs form an integral part of DRC's work.

Country and Project Background:

The Danish Refugee Council (DRC) has been working in Sudan since 2004 and was subsequently present in South Sudan when it gained independence in 2011. DRC South Sudan programme's current focus is on supporting forcibly displaced and conflict-affected people, including refugees, internally displaced persons (IDPs) and returnees to access their rights in a safe and secure environment. Currently DRC is operational in greater Equatoria, Unity and Upper Nile, Jonglei and Western Bahr El Ghazal States, working in the sectors of Camp Coordination and Camp Management, Protection, Shelter/NFI, Food Security and Livelihoods, Demining and peacebuilding.

DRC Seeks to Recruit:

Position Title	Conflict Sensitivity Officer
Reports to	Area Manager
Duty Station	Bentiu
Contract Type	Standard
Employment Start Date	As Soon as Possible
Salary	According to DRC Salary Policy
Eligibility	South Sudanese Nationals Only
Advertisement Closing Deadline	1st May, 2023

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Overall purpose of the role:

Humanitarian Disarmament & Peacebuilding (HDP) is a technical unit within DRC delivering Mine Action and Peacebuilding programming across South Sudan. The finance assistant will act as a focal point to support the Peacebuilding programme activities in Wau with particular focus on finance and administrative task. Where programme activities are being conducted in locations that do not benefit from an Area Office structure and associated finance structures, this role will ensure that these functions can run smoothly through Juba Country Office structures, whilst aligning with operational requirements that are specific to Peacebuilding programming needs.

Responsibilities:

Tool Development

Support on development and use of an analytical framework for context- and conflict analysis using OPSECA: an online tool to assist humanitarian and development practitioners understand the contexts in which they work and plan more effectively

Support on development and use of a tool for conflict-sensitive decision making by field teams. This includes close engagement with other DRC colleagues in the Bentiu Area Office, to ensure the tool is context-specific and fit-for-purpose as well as engagement with the Conflict Sensitivity & Peacebuilding Coordinator for technical guidance. Once the tool has been developed, the Conflict Sensitivity Officer will provide training and ad hoc support to field teams to support on implementation and use of the tool. Continuous review of the tool to ensure it meets needs of the operation.

Context and Conflict Analysis:

- Development of a conflict (sensitivity) analysis report based on existing data sources and information, including DRC reports, protection monitoring information and security updates. The report will form the baseline for subsequent ongoing conflict analyses and provide guidance/recommendations on conflict sensitivity within DRC's response.
- Conducting of context and conflict incident monitoring and analysis on a daily, weekly, Support to integration of context and conflict analysis into work of all sectors.
- Sharing context and conflict analysis updates with the DRC Bentiu team.

Training

- Provision of training to the DRC Bentiu team and partners on conflict sensitivity and conflict analysis
- Provision of training to the DRC Bentiu team on the newly developed conflict sensitivity tool
- Support Bentiu team with implementation and use of the conflict sensitivity tool

External Representation & Advocacy

- Contribution to shared analysis and coordination sessions with humanitarian partners to support conflict-sensitive decision-making and coordination of conflict (sensitivity) analysis among agencies
- Participation in cluster coordination meetings to obtain and share contextual updates.



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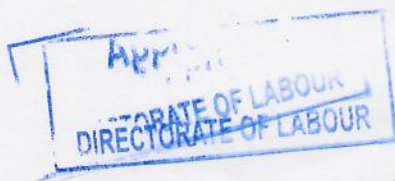
Experience and technical competencies:

Required

- *A minimum of 3 years of working experience in the NGO sector*
- *Strong understanding of contextual dynamics in Upper Nile*
- *Experience in use of analytical frameworks for qualitative data analysis and information management*
- *Strong analytical skills*
- *Strong writing skills*
- *Experience coordinating across departments and sectors at field office level*
- *Experience delivering training of trainers (ToT) sessions*
- *Experience in working in complex and politically-sensitive contexts*
- *A team player – able to demonstrate a constructive, cooperative and problem-solving approach*
- *Ability and flexibility to understand the cultural and political environment*
- *Fluency in verbal and written English*

Desirable

- Female candidates are strongly encouraged to apply
- Experience in design of analytical frameworks for qualitative data analysis and information management
- Experience using OPSECA, an online tool to assist humanitarian and development practitioners understand the contexts in which they work and plan more effectively
- Experience designing and drafting conflict analysis reports
- Experience working in challenging and insecure security environments.
- Understanding of conflict sensitivity risks and opportunities in Upper Nile.



Amber

<p>Education:</p> <p>University degree in conflict management, peacebuilding, conflict prevention, development studies, and social sciences or other relevant fields, or relevant working experience</p>	<p>Find the definition of DRC's Core competencies here</p> <p><u>All DRC staff should master the 5 core competencies:</u></p> <ul style="list-style-type: none"> • Striving for excellence: you focus on reaching results while ensuring an efficient process • Collaborating: you involve relevant parties and encourage feedback. • Taking the lead: you take ownership and initiative while aiming for innovation. • Communicating: You listen and speak effectively and honestly. • Demonstrating integrity: you act in line with our vision and values
<p>Languages:</p> <ul style="list-style-type: none"> • Strong verbal and written proficiency in English. • Strong verbal proficiency in Arabic • Verbal proficiency in a local language is desirable 	<p>Find the definition of DRC's Core competencies here</p>
<p>Key stakeholders:</p> <ul style="list-style-type: none"> • DRC Area Manager • DRC Conflict Sensitivity & Peacebuilding Coordinator • DRC Security Officer • DRC Protection Manager • DRC staff • INGOs, UN agencies and other humanitarian actors. • Local stakeholders: local government, community-based structures 	
<p>Last updated:</p> <ul style="list-style-type: none"> • Inge van der Spek - 14.03.2023 	<p>Basic: I master the essentials, but may at times need help from others</p> <p>Advanced: I can work independently at full professional level.</p> <p>Expert: I am the go-to person when others need help.</p>

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How to apply

Please send a cover letter outlining how your skills and experience meets the Person Specification along with your CV to Human Resources Department through ssd-jobs@drc.ngo...OR Submit your hard copy application to the Human Resource Department to the attention of HR Officer DRC Office in Bentiu/Juba or to any DRC field offices.

Title of the position/vacancy number MUST be clearly mark in the application and on envelop.

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MINISTRY OF LABOR, PUBLIC SERVICE & HUMAN RESOURCE DEVELOPMENT
12 APR 2023
UNITY STATE - BENTIU
DIRECTOR GENERAL'S OFFICE

DRC OFFICE BENTIU
DRC DANISH REFUGEE COUNCIL
SOUTH

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Further information

Please note, as this position is urgent, applications will reviewed on a rolling basis and interviews held prior to the advert closing date.

We appreciate your application however; only short-listed candidates will be contacted for interview. If you have not been contacted within two weeks of the closing date we regret that your application has been unsuccessful. Please continue, however, to periodically review our website, South Sudan NGO Forum website <http://comms.southsudanngoforum.org/> for other suitable opportunities.

Equal Opportunities: DRC is an equal opportunity employer. We value diversity and we are committed to creating an inclusive environment based on mutual respect for all employees. We do not discriminate on the basis of age, sex, disability status, religion, ethnic origin, colour, race, marital status or other protected characteristics.

Safeguarding: DRC's Capacity to ensure the protection of and assistance to refugees, IDPs and other persons of concern depends on the ability of our staff to uphold and promote the highest standards of ethical and professional conduct in relation to DRC's values and Code of Conduct, Safeguarding and Anti -Corruption policies including safeguarding against sexual exploitation, abuse and harassment. DRC conducts thorough and comprehensive background checks as part of the recruitment process.



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