



Oxfam



External Advertisement

Oxfam is a Global movement of people working together to end the injustice of poverty.

That means we tackle the inequality that keeps people poor. Together we save, protect and rebuild lives. When disaster strikes, we help people build better lives for themselves, and for others. We take on issues like saving lives, governance and peace building, education, land rights and discrimination against women. And we won't stop until every person on the planet can enjoy life free from poverty.

We are an international confederation of 19 organizations (affiliates) working together with partners and local communities in the areas of humanitarian, development and campaigning, in more than 90 countries.

All our work is led by three core values: Empowerment, Accountability, Inclusiveness. To read more about our values please click [here](#)

The Role

Oxfam has been working in South Sudan since 1983. Our Programmatic Strategy concentrates on saving lives, Resilient Livelihoods, Advancing Gender Justice and Good Governance and Active Citizenship through a full spectrum platform that includes humanitarian response, recovery and resilience, long term development and policy and advocacy. Oxfam currently operates via seven area field offices in South Sudan. (It also works in partnership with several national organizations and community groups.

Position: DRR - Governance
Location: Rumbek
Grade & Level: D Zone 2
Contract Type: Fixed Term

OXFAM PURPOSE: To work with others to find lasting solutions to poverty and suffering.

JOB PURPOSE: Under the supervision of and in regular consultation with the Area Program Manager, and technical oversight from the Governance Advisor, he will support Governance and DRR related activities of target communities in line with the program objectives, and program implementation, ensuring increased local capacity to prevent and respond to humanitarian crisis in Rumbek.

DIMENSIONS:

- Delegated authority to supervise junior staff and/or volunteers and delegated projects/activities.
- Problems vary and include a combination of routine and some complex.
- Work pattern is a mixture of reactive and project work.
- Required to provide political, security/conflict analysis to inform intervention/adjustments
- Required to make sound judgements regularly within agreed processes using a good understanding of the team and the facilities of the team.
- Communication is largely with internal staff, (including internationally) also with some external contacts and target audiences to support operational work.
- Analysis and communication of some complex information at a simple level is required to a wide audience to promote and influence.
- Experience in participatory action planning and community engagement
- Experience monitoring projects and collecting relevant data preferred

KEY RESPONSIBILITIES:

Disaster Risk Reduction

- Facilitate the process of County and Payam Disaster Management Committee (DMCs) formation and community mobilization in close coordination with Local authorities and other stakeholders.
- Coordination with Local Disaster Management Committee (LDMC) and facilitate for effective implementation of action plans, guideline, and capacity development of LDMC, CDMCs
- Actively coordinate with local government for emergency response.
- Assist in conducting CB-DRR activities e.g., CBDRR training, Evacuation drill, Early Warning, Hazard mapping, for community members through meetings and sessions.
- Facilitate and provide technical support to the CDMCs and CBDRRC in conducting Hazard mapping, Vulnerability and Capacity Assessment and develop Disaster Management Plan (DMPs)
- Involve in identifying flood coping strategies and disseminate the information.
- Ensure that CB-DRR is implemented effectively in a quality standard and ensuring consistency of the work in accordance

with the programme goal and objectives.

- Assist the project manager/Area Program Manager in developing operational plans on weekly and monthly basis, reviewing activities periodically to ensure project expenditures are used within limits and guidelines approved by the Manager.
- Develop monthly, quarterly, and annual progress reports to line manager (PC), to ensure the provision of accurate and updated information.
- Support DRR capacity building of social mobilizers and other team members.
- Support the overall implementation of Disaster Risk Reduction, plans, strategy, and activities in the project location in partnership with State and county authorities and initiate activities to enhance risk reductions skills of targeted communities
- Conduct capacity and vulnerability assessment in identified communities.
- Conduct awareness raising activities on community-based disaster risk management
- Build the capacity of field staff in the implementation of the activities in conflict sensitive manner.
- Coordinate with county and Payam level government officials to facilitate leveraging of government action for implementing risk informed development actions.
- Support in developing/rolling out of the county/Payam Disaster Management Plan and guideline for County Disaster Management committees (CDMCs) making them active and functional.
- Develop strategies to Strengthen technical competency and partnership between local Authorities and target Communities at local level as a platform to prevent and respond to crises.

Governance

- Coordinate the activities of local government personnel responsible for coordination, monitoring, formulation, adoption, and execution of program activities
- Assist in developing and maintaining a range of working contacts in governmental institutions at state and county level, key democracy and governance implementing agencies and Non-Governmental Organizations, private sector circles to support the identification and implementation of program complementarities and synergies
- Coordinate, consult and or facilitate workshops, trainings, and mentorships programs to strengthen local government capacities at Payam, county and state levels
- Participate in meetings including cluster and briefings with local government institutions, key governance implementing agencies and NGOs and provide record of these meetings. Make follow up on decisions and recommendations made in such meetings to ensure that actions are taken.
- Perform, arrange, and coordinate field trips and sites visits to DANIDA AND BMZ program areas to provide technical and capacity support to Oxfam and Partners staff implementing governance and Disaster Risk Reduction activities
- Assist the Area program manager and project coordinator in drafting of weekly, quarterly, and annual reports to Oxfam and donors.
- In coordination with Governance Advisor and MEAL Specialist, update, and monitor DANIDA and BMZ MEAL governance and DRR indicators, monthly output tracker, activity implementation and progress.
- Responsible for working with local government authorities, community leaders in target areas to select target communities in accordance with Project selection criteria and process.
- Liaise with local government authorities, State, and national government officials about governance and conflict related issues in the assigned target communities, and responsible for establishing point of contact with all target communities (i.e. community entry)
- Organize and facilitate community peace meetings, advocacy workshops and forums with government representatives, civil society, and communities in efforts to prevent violent conflict and promote cooperative approaches to peace, security, and conflict resolution
- Facilitate community dialogue processes in target communities and ensure the representation and participation of all socio-economic groups (including vulnerable groups) in the community.
- Support thorough Conflict analysis and information on the political, social, and economic situation in the country and coordination with relevant stakeholders in finalizing the project deliverables.
- Support the development and strengthening of partnerships with UN agencies, government institutions, civil society organizations and other stakeholders.
- Arrange for regular meetings with partners to review and reflect on progress and results to identify, mitigate challenges,

and learn lessons for improved programme delivery

- Participate in and contribute to quarterly and other scheduled programme performance review meetings
- Provide technical support project implementing partner through join planning and reviews
- Support in the establishment and orientation of community peace communities as well as CSOs network
- Complete any other task assigned.

Education

University degree in one of the following fields: Social Sciences; International Relations, Education, Disaster Management, Development, or related technical field.

SKILLS AND COMPETENCE:

- Good understanding of Conflict Management, Mitigation/Resolutions, Social Cohesion and Governance
- Good understanding of DRR governance, DRR policies, VCA tools, Disaster Management Plan and Local Disaster and Climate Resilience planning Guideline
- Ability to work in diverse environment and analyze a situation, synthesize information, and use the outputs to improve implementation and good coordination
- Excellent interpersonal, networking and negotiation skills
- Well versed in English, basic Arabic and local languages
- Good computer skills, at least MS-Office application software (MS Word, Excel, Power Point);
- Work in a multi-cultural environment and establish effective working relationships both within and outside the organization.
- Planning and monitoring skills; ability to organize work and projects
- Practical experience in financial reporting and prudence in handling project finances.
- Climate Change knowledge including related mechanisms for Peace building
- Ability to cope with Pressure and Setbacks
- Capacity to adapt MEAL strategy based on the response programme
- Gender, Conflict and cultural sensitivity, commitment, and an understanding of the values of Oxfam and the principles of equal opportunities.
- High degree of flexibility to carry out other actions if the need arises.
- Strong report writing skill.

Technical competencies

- Good leadership and supervisory skills
- Mentoring and coaching skills
- Good team building and management skills
- Proactive approach to problem solving.
- Takes initiative and proposes new ways to e.g., improve work processes.

Behavioral competencies

- Reliable, consistent and team member.
- Proven experience in security management and work in an environment in which security and political situation is volatile.

NB: Female candidates are strongly encouraged to apply

OTHER:

This job profile is not incorporated into the employment contract. It is intended as a guide and should not be viewed as an inflexible specification as it may vary considering strategic developments following discussion with the post holder. The post holder will be expected to work to agreed objectives, which should facilitate achievement of the key responsibilities in accordance with the performance review process.

This position is open to South Sudanese Nationals Only, and Female candidates with relevant qualifications and experiences are strongly encouraged to apply.

Deadline for submission of applications is **27th April 2023**. Interested Applicants should drop hard copies of their CVs and Cover letters to Oxfam GB Rumbek Office or send soft copies of your CVs and cover letters to Hrsouthsudan@oxfam.org.uk