



PLAN INTERNATIONAL SOUTH SUDAN JOB ADVERT



Plan is an International Child Centered Community Development organization – without religious, political or governmental affiliation – that works with children and their communities in 50 of the world's poorest countries to make lasting improvements in their lives. Plan's work worldwide benefits around six million children in Africa, Asia and Latin America. Program implementation takes place in 50 Country Offices and 4 Regional Offices, working with more than 90,000 mostly rural communities.

Working in 50 developing countries across Africa, Asia and the Americas, Plan has 'One Goal, whose aim is to reach as many children as possible, particularly those who are excluded or marginalized, with high quality programs that deliver long-lasting benefits by increasing its income, working in partnership with others and operating effectively.

Plan recognizes that the geographical context and recent history have left the communities of South Sudan highly vulnerable to emergencies from political and inter-ethnic conflicts, influx of returnees, food insecurity, long dry spells and floods. Cognizant of the need Plan is implementing emergency and recovery response in six states of South Sudan, namely Central Equatorial, Eastern Equatorial, Western Equatorial, Lakes, Upper Nile and Jonglei. Program includes food assistance, agricultural rehabilitation, Food Security and Livelihood, Education in Emergencies and Child Protection in Emergencies.

In order to enhance its response program, Plan South Sudan is seeking an experienced **Psychosocial Support Officer** – To support direct implementation of its ECHO Child Protection project in Yei, South Sudan.

POSITION 1; No. of Vacancies (1)

Job Title:	Psychosocial Support (PSS) Officer –Rural and Urban Yei
Grade:	C2
Tenure:	6months
Department	Programs
Reports to	Project Manager - ECHO
Locations	Urban and Rural Yei

Purpose of the Role

The purpose of this role is to coordinate and manage the PSS activities in line with International minimum standards for Child Protection and Mental Health and Psychosocial Support in Humanitarian Action in South Sudan. The post holder will also contribute towards

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the capacity building of CFS facilitators and volunteers. The PSS Officer will be supervised directly by the field Project Protection Manager and expected to work very closely with other project staff especially the Case management officer.



Roles and Responsibilities

- Support the Project Protection Manager in the ongoing capacity building of Child Friendly Space staff on CFS management, PSS and PFA. Also provide coaching and technical support to the CFS animators and CFS lead facilitators.
- Supervise the CFS staff members/animators/volunteers on location to ensure quality implementation of activities.
- Provide ongoing support and ensure child participation and safeguarding practices are strictly adhered to.
- Provide support to parent groups and caregivers by organizing and leading sessions with parents on positive parenting practices.
- Ensure all Plan International CFS in assigned locations are in line with the quality standards for Child Friendly Spaces.
- Ensure timely preparation and organization of CFS activities by CFS Staff
- Ensure that CFS staff conduct FGDs with children, including adolescents in the CFS in order to assess needs, receive and provide feedback and also improve on the quality of CFS activities.
- Identify, report and provide on-the-job training to partner staff, volunteers and CFS Animators related to child participation and child protection;
- Report general protection issues present in the CFS locations to the Child Protection Manager
- Produce weekly and monthly data and regular narrative reports for Project Manager to feed into overall program and donor report (information on target beneficiaries must be disaggregated by age and sex)
- Support referral of child protection concerns identified in the target locations by notifying the CP Coordinator
- Conduct at least monthly field visits to the target locations
- Support the preparation of all procurement and administrative documents required for PSS, CFSs and parenting session's implementation.
- Ensure project staff safety and security, and ensure all Plan International policies and principles are upheld as well as International Minimum Standards for Child Protection, CFS, Case Management, and UNICEF's guidelines
- Perform any other project related duties as specified by the Project Manager
- Ensure Safeguarding Policy and CoC of Plan International South Sudan is adhered to by staff and associates, known to the beneficiaries and that all safeguarding concerns reported.

Safeguarding Commitment.

- Commit and contribute to an environment where children and adult program participants feel respected, supported, safe and protected;
- Never act or behave in a manner that results in violence including SHEA against a child, young person or adult or places them at risk of such violence;
- Be aware of and adhere to the provisions of the Safeguarding Policy, PSHEA Policy and COC of Plan International;

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- Report and respond to safeguarding and SHEA concerns and breaches in line with the applicable procedures of Plan International;
- Maintain confidentiality of safeguarding and PSHEA concerns reported;
- Never participate in or support child marriages.

Dealing with Problems:

Complexity of problems handled & the degree of investigation, analysis, & creative thinking required solving them

- Facilitating cordial relationships with and among various stakeholders from a variety of backgrounds.
- Patience in dealing with difficult children
- Handling conflicting priorities and ad-hoc requests from various stakeholders in the best interest of the organisation.
- Given the wide scope of responsibility and limited resources, it is essential that the post holder is able to effectively manage a variety of tasks and clearly identify priorities.
- Creativity in developing strong partnerships and in making use of internal and external resources.
- Ensuring active and full participation all stakeholders.

Communications and Working Relationships:

Internal:

- Project Manager
- Case management officer
- CFS volunteers
- CPIE Specialist
- Gender and GBV Manager
- PIAM
- Visiting National Offices and Donors staff
- Other Plan staff

External:

- International/national and state institutions, agencies, clusters and donors
- Children and their families
- Parents and other members of the communities
- Local authorities
- Other partners

Knowledge, Skills, and Behaviors Required to Achieve Role's Objectives:

Knowledge

Gained through education, training, & experience

Technical and Managerial skills

- Coordination and leadership skills.
- Excellent analytical, conceptual and strategic thinking skills.
- Excellent writing skills, for both research and communication purposes.
- Innovative and field oriented

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- Good interpersonal skills

Qualifications and Experience

- Minimum University degree or College Diploma in community Development/Social Work/ Psychology or related work.
- Minimum 3 - 5 years' experience working or implementing child friendly spaces, case management or psychosocial programming in the humanitarian field.
- Knowledge of Child Protection and prior experience implementing a Child protection programme.
- Knowledge of implementing ECHO Action/program will be an added advantage.
- Ability to work individually and within a team with limited supervision. A self-starter.
- Good analytical, problem solving and project planning skills
- Able to communicate clearly and strategically with internal and external stakeholders as a representative of Plan. This includes effective negotiation and representation skills.
- Strong capacity building/training/coaching/mentoring skills with communities and internal and external staff
- Computer knowledge - Microsoft Word, Excel, Outlook
- Strong command of both written and spoken English and knowledge of local language strongly desired

Physical Environment and Demands:

- Typical office & outdoors - Some exposure to heat, cold, dirt, noise and rainy weather conditions; dim or crowded surroundings, confined spaces
- Willing to working in multiple locations in South Sudan and operate in difficult terrain with close adherence to security regulations and protocol as the environment is ever changing and security management is an important responsibility of the post.

Plan International's Values in Practice

We are open and accountable

- Promotes a culture of openness and transparency, including with sponsors and donors.
- Holds self and others accountable to achieve the highest standards of integrity.
- Consistent and fair in the treatment of people.
- Open about mistakes and keen to learn from them.
- Accountable for ensuring we are a safe organization for all children, girls & young people

We strive for lasting impact

- Articulates a clear purpose for staff and sets high expectations.
- Creates a climate of continuous improvement, open to challenge and new ideas.
- Focuses resources to drive change and maximize long-term impact, responsive to changed priorities or crises.
- Evidence-based and evaluates effectiveness.

We work well together

- Seeks constructive outcomes, listens to others, willing to compromise when appropriate.
- Builds constructive relationships across Plan International to support our shared goals.
- Develops trusting and 'win-win' relationships with funders, partners and communities.

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- Engages and works well with others outside the organization to build a better world for girls and all children.

We are inclusive and empowering

- We empower our staff to give their best and develop their potential
- We respect all people, appreciate differences and challenge equality in our programs and our workplace
- We support children, girls and young people to increase their confidence and to change their own lives

Level of Contact with Children:

- High level of contact with children



Application submission Details.

All applications marked on the right hand corner of the envelop "**Application for the Position of Psychosocial Support Officer** – Rural Yei should be addressed to:

**The HR & OD Business Partner
Plan International South Sudan
Hai Jerusalem. Juba.**

NB: Only Hand delivery of hard copies is accepted in Plan field Office in Yei.

The closing date for receipt of applications is before close of business on **2nd August 2021.**

Note: Applications submitted are non-returnable

Plan is an equal opportunity employer within the meaning of the relevant UN convention. Women are strongly encouraged to apply.

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