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Approval
Smol P3/HRD
Smr Inspector
Unity State

26 OCT 2026

PLAN INTERNATIONAL SOUTH SUDAN

EXTERNAL JOB ADVERTISEMENT

Plan International is an independent development and humanitarian organization that advances children's rights and equality for girls. We drive changes in practice and policy at local, national and global levels using our reach, experience and knowledge. For over 80 years we have been building powerful partnerships for children and girls, and we are active in over 80 countries. Plan International has been working in South Sudan since 2009 and in close collaboration with the key stakeholders at all levels to bring positive and sustainable changes in the lives of children and girls of South Sudan.

In order to enhance its response program, Plan South Sudan is seeking to recruit a qualified South Sudanese to fill the position of **"Environmental and Social Safeguard Officer – to be based in Rubkona"**.

No. of Vacancies (1)

Job Title:	**Environmental and Social Safeguard Officer**
Department:	**Programs**
Reports to:	**Project Team Leader**
Level:	**12**
Location:	**Rubkona**

Purpose of the Role:

The Climate Proof Water for Food (W4F) Project is a multi-country (South Sudan and Ethiopia) and an integrated climate-resilience project supported by the African Development Bank. The project seeks to strengthen the resilience of vulnerable communities in Rubkona and Mayom Counties in Unity State, South Sudan, through climate-smart agriculture, food-security and livelihood interventions, climate-resilient water supply, sanitation and hygiene services, and improved management of floods and natural resources.

The project will work with communities, government institutions, local partners, and private-sector actors in Rubkona and Mayom counties of Unity State and national line ministries, including the Ministry of Finance and Planning (MOFP-SS), the Ministry of Agriculture and Food Security (MOAFS -SS), the Ministry for Water Resources and Irrigation (M W RI-SS), the Ministry Of Environment and Forestry (MEF-SS), the Ministry for Gender (MG-SS)

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Ministry of Humanitarian Affairs and Disaster Management (MoHADM-SS). It will promote inclusive, gender-responsive, and environmentally sustainable approaches that strengthen food production, water security, and community resilience to climate change.

Dimensions of the Role:

The Environmental and Social Safeguards Officer will plan, coordinate, and support the implementation of the AfDB-funded project activities, including construction and rehabilitation of water sources, sanitation facilities, irrigation schemes, farms, etc. The Environmental and Social Safeguards Officer will ensure that all project activities comply with African Development Bank environmental and social safeguard requirements, South Sudanese legislation and the organization's safeguarding policies. The Officer will identify and manage environmental, social, occupational health and safety, community health and safety, labor, land-access, and protection risks throughout the project cycle where s/he is engaged. The role will provide technical support to project teams, contractors, partners, and government stakeholders to ensure infrastructure and livelihood activities are implemented safely, responsibly, and in line with the "do no harm" principle.

Key End Results and typical Responsibilities;

1. Environmental and social risk management

- Lead environmental and social screening of proposed project sites and activities.
- Support implementation and regular updating of the Environmental and Social Impact Assessment, Environmental and Social Management Plan, Stakeholder Engagement Plan, Labour Management Procedures and related safeguard instruments.
- Prepare or review site-specific Environmental and Social Management Plans and contractor environmental and social management plans.
- Identify potential impacts on water resources, soil, vegetation, biodiversity, community assets and livelihoods.
- Ensure environmental and social mitigation measures are incorporated into project designs, budgets, workplans, procurement documents and contractor agreements.
- Verify that required environmental permits and government approvals are secured before activities begin.
- Maintain an environmental and social risk register and monitor the implementation of agreed mitigation measures.

2. Infrastructure and contractor compliance

- Conduct regular inspections of water systems, sanitation facilities, irrigation schemes, flood-control structures, storage facilities and other construction sites.
- Monitor occupational health and safety measures, including personal protective equipment, safe excavation, machinery operation, traffic management, emergency preparedness and first-aid arrangements.

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- Ensure contractors provide safe working conditions and comply with labour standards, codes of conduct and prohibition of child labour and forced labour.
- Monitor waste management, pollution prevention, water abstraction, erosion control, site restoration and responsible sourcing of construction materials.
- Issue corrective-action recommendations and follow up until identified non-compliance is resolved.
- Immediately report serious environmental, social, safeguarding or occupational safety incidents through the approved project reporting system.

3. Community health, safety and protection

- Assess risks that project activities may create for surrounding communities, including accidents, unsafe construction sites, increased traffic, communicable diseases, water contamination and conflict over natural resources.
- Ensure project sites are accessible and safe for women, children, older people and persons with disabilities.
- Work with safeguarding and gender teams to identify and mitigate risks of sexual exploitation, abuse, harassment and gender-based violence.
- Ensure workers and contractors sign and understand appropriate codes of conduct.
- Confirm that confidential and survivor-centred referral pathways are available for protection concerns.
- Promote conflict-sensitive programming and equitable access to project benefits among displaced people, returnees, host communities and vulnerable groups.

4. Stakeholder engagement and grievance management

- Support meaningful consultation with communities, government departments, traditional leaders, women's groups, youth, persons with disabilities and other stakeholders.
- Ensure communities receive timely and accessible information about project activities, risks, selection criteria and planned mitigation measures.
- Establish and strengthen accessible, confidential and culturally appropriate grievance-redress mechanisms.
- Register, track and support timely resolution of environmental and social complaints.
- Ensure complainants are protected from retaliation and that sensitive safeguarding complaints are referred through confidential specialist channels.
- Document stakeholder consultations, agreements, concerns and follow-up actions.

5. Monitoring, reporting and documentation

- Develop and implement an environmental and social safeguard monitoring plan.
- Collect and analyze safeguards indicators and maintain complete supporting documentation.
- Prepare monthly, quarterly and annual environmental and social performance reports.
- Maintain records of screening reports, monitoring visits, incidents, grievances, consultations, permits and corrective-action plans.

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- Contribute safeguards information to donor reports, project reviews, audits and supervision missions.
- Document good practices, lessons learned and recommendations for improving implementation.
- Support independent environmental and social audits and follow up on agreed recommendations.

6. Capacity strengthening and coordination

- Train project staff, partners, contractors, community committees and government counterparts on environmental and social safeguards.
- Provide practical orientation on occupational health and safety, community safety, waste management, stakeholder engagement, grievance handling, safeguarding and incident reporting.
- Work closely with the WASH, food security and livelihoods, gender, protection, monitoring and evaluation, procurement and engineering teams.
- Coordinate with relevant national, state and county government institutions on environmental and social compliance.
- Participate in project planning, technical reviews and field-monitoring missions.

Safeguarding Children and Young People (Safeguarding), Gender Equality, and Inclusion (GEI) Commitment (5%)

- 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;
- 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/Risks

Complexity of problems handled & the degree of investigation, analysis, & creative thinking required to solve them;

- Facilitating cordial relationships with and among various stakeholders from a variety of backgrounds.
- Patience in dealing with difficult children and staff
- Handling conflicting priorities and ad-hoc requests from various stakeholders in the best interest of Plan International.
- 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.

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- Creativity in developing strong partnerships and in making use of internal and external resources.
- Ensuring active and full participation of all stakeholders.

LEADERSHIP AND BUSINESS MANAGEMENT COMPETENCIES

Leadership Competencies;

- Align work priorities and resource deployment in own area with Plan International's wider goals and longer-term direction.
- Lead through influence rather than position, and role model PI values, accelerating gender equality inside and outside Plan International and addressing resistance. Self-aware and keen to learn, seeking feedback and creates a safe environment for others to challenge self or raise concerns.
- Achieve desired outcomes and finds innovative solutions by using the expertise and creativity of others and adopting a coaching approach with the people they manage or advice.
- Delegate tasks and decisions, trusting and stretching others but ensuring they have the resources and support they need.
- Create space for reflection and uses external evidence and internal evaluation to identify what and how we need to improve and then to support others through change.
- Build positive relationships outside their own work area, being willing to compromise own preferences to achieve our broader purpose and longer-term impact

BUSINESS MANAGEMENT COMPETENCIES

- Understand relevant sectorial context including how the sector operates in terms of partners and governance and awareness of Plan's purpose, values, and global strategy
- Manage legal and reputational risk including risk assessment, communication, risk management and reporting in full compliance with risk-related standards, including in areas such as Child and Youth Safeguarding and Protection, Gender equality and inclusion, Counter Fraud, Safety and Security
- Manage people and information including skills in assessment and coaching, evidence-based management, communication skills, both speaking and writing, and digital working, including personal digital skills

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

Required Qualifications and Technical Expertise

- Bachelor's degree in environmental science, environmental management, social science, sociology, development studies, natural-resource management, public health, civil or environmental engineering, or a related field.
- A master's degree in a relevant discipline is an advantage.
- At least five years of relevant professional experience in environmental and social safeguards, preferably in water, sanitation, agriculture, food-security, climate-resilience or infrastructure projects.
- Demonstrated experience conducting environmental and social screening, site monitoring and compliance reporting.

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- Experience implementing environmental and social management plans and stakeholder-engagement plans.
- Knowledge of African Development Bank environmental and social safeguard requirements is highly desirable.
- Familiarity with South Sudanese environmental, labour, land and social-protection requirements.
- Experience working with contractors and supervising infrastructure activities.
- Understanding of occupational and community health and safety, gender equality, disability inclusion, safeguarding and prevention of sexual exploitation and abuse.
- Experience working in fragile, conflict-affected, displacement or flood-prone environments is strongly preferred.
- Strong report-writing, analytical, facilitation and stakeholder-engagement skills.
- Proficiency in Microsoft Word, Excel and digital data-collection tools.
- Fluency in written and spoken English. Knowledge of relevant local languages is an advantage.



Key Skills

- Environmental and social risk analysis
- Integrity and professional accountability
- Attention to detail
- Conflict sensitivity and cultural awareness
- Community engagement and facilitation
- Problem-solving and sound judgment
- Ability to work independently in challenging field conditions
- Effective communication and teamwork
- Commitment to gender equality, inclusion and safeguarding

Communications and Working Relationships:

Working contacts inside and outside the organization, include the purpose and level (high, medium, low) of the contact.

Internal:

- Project staff
- CO WASH, Protection and FSL team
- Visiting National Offices and Donor staff
- Other Plan staff

External

- Community and its leaders
- Children and their families
- Parents and other members of the communities
- Other partners
- WASH and FSL cluster
- Local line ministries



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.
- 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

Physical Environment

- Standard office environment with some exposure to heat, cold, dirt, noise and rainy weather conditions; dim or crowded surroundings, especially when in the field
- The post holder has a travel required of 40% to the field areas and the country office.

Level of Contact with Children:

- High level of contact with children

Inclusion and Diversity.

Plan International is an equal opportunity employer within the meaning of the relevant UN convention, Equality, diversity and inclusion is at the very heart of everything that Plan International stands for. Qualified Women and people with special needs are strongly encouraged to apply.

Employment of Relatives:

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Plan International South Sudan is an equal opportunity employer. However, it discourages employment of relatives of staff members because of the conflict of interest associated with it. While trying to avoid such cases, applicants are required to declare in writing if they have any relatives working with Plan International South Sudan.

Application Submission Details:

All applications should be marked **"Application for the Position of "Environmental and Social Safeguard Officer" Based in Rubkona" and should be addressed to:**

The Director of People and Culture - Shared Services
Plan International South Sudan
Juba, Hai Jerusalem.

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NB: All Applications should be hand delivered to Plan International Office in Rubkona or submitted Online through hr.ss@plan-international.org

The closing date for receipt of applications is before close of business on Monday, 9th November 2026.

All applicants interested in this position are required to **update their Curriculum Vitae (CV)** to include the **most recent employer and referees' official email addresses.**

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