



Approved by
Inspector of Labour
16/18/2024
16 AUG 2024

**PLAN INTERNATIONAL SOUTH SUDAN
JOB ADVERTISEMENT**

Plan International (PI), is an independent global child right organization – without religious, political or governmental affiliation that has been operating in South Sudan since 2006. 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. Plan International also works with both International and Local partners.

In order to enhance its response program, **Plan South Sudan is seeking to recruit a qualified South Sudanese for the position of “Gender Officer – Based in Juba”.**

No. of Vacancies (1)

Job Title:	Gender Officer
Tenure	8 Months
Grade	12
Department	Programme
Reports to	Gender Specialist
Location	Country Office, Juba

Purpose of the Role:

Working in over 5 states, Plan International in South Sudan aims to reach 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 partnerships with others and operating effectively.

The post holder will play a leading role in mainstreaming and implementing the gender equality strategy in Multi Year Resilience Plan (MYRP) –Education Cannot Wait (ECW) project. She/he will be tasked with mainstreaming gender perspectives in within implementing partners, developing tools, resources, and providing training and mentoring of partners to enable them contribute to ECW strategy of gender equality and transformation goals.

The Gender Coordinator will work closely with the ensure service reaches women MoGEI (Ministry of General Education & Instruction) and State MoE (Ministries of Education) in developing gender inclusion strategies and supporting gender-related training.



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Accountabilities and Main Work Activities

- Providing technical support by developing gender transformative strategies as well as addressing inclusion in the MYRP project during planning, implementation and monitoring of the project and keep the project on track to ensure its gender transformative.
- Ensuring that MYRP gender Strategy, written guidelines and other documents promote gender parity, gender transformation and gender equality.
- Working with the project teams and partners to ensure gender integration /mainstreaming is captured in the project.
- Providing partners with technical oversight for behavior-change approach through implementing Gender related activities.
- Organizing advocacy and awareness raising on MYRP aspects with communities, including chiefs, faith leaders, and local authorities during international and national days (IWD, ACD, 16 days of activism etc.).
- Supporting development of MYRP and other projects related tools (IEC materials)
- Ensuring the monthly program reports on gender are compiled and shared with the Gender Specialist.
- Carrying out field visits to monitor and observe gender related project activities/work, providing the partners with feedback on the quality of their work and suggest improvement actions.
- Participating in gender-related working groups and maintaining close working relationships with counterparts in other relevant international NGOs and forums.
- Facilitate gender related trainings for different categories of MYRP partners in the field on gender.
- Support the MYRP partner's inception planning, particularly the development of the project-specific gender equality and social inclusion strategy and work plan.

Leadership and Business Management Competencies (5%)

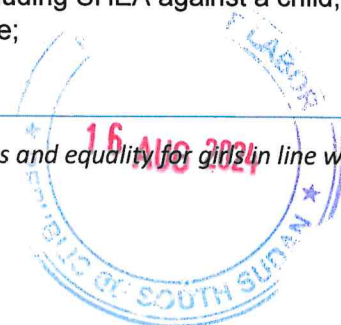
- Align work priorities and resource deployment in own area with Plan International's wider goals and longer-term direction.
- Lead through influence rather than position, and role model PI values, accelerating gender equality inside and outside Plan International and addressing resistance. Self-aware 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

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;



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- 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
- 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.

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

Knowledge and skills

- Bachelor's degree or equivalent in International Development studies, gender studies, social science or a related field (such as human rights) required.
- At least 5 years of professional experience in gender/ Gender in Emergency, Inclusion, and Diversity.
- Strong understanding of Gender transformative approach
- Proven experience working on education projects/ programmes.
- Demonstrated ability to plan, implement and mainstream gender in development projects.
- Proven ability of facilitating trainings, mentoring and coaching on gender related topics.
- Excellent communication (verbal and written) and interpersonal skills.
- Excellent report writing skills.
- Proven ability to undertake research in a relevant subject.
- Knowledge of gender transformative approach, GBV child protection and Do No Harm approaches, Women Empowerment and children's rights frameworks, and best practices.
- Fluency in the English language (both oral and written) and simple Arabic will be an added asset.
- Competent user of MS Office packages, particularly Word, Excel and PowerPoint

Communications and Working Relationships:

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

Internal

- Gender and Safeguarding Advisor
- Roving Gender and Safeguarding Coordinator



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- Education Programme Manager,
- Education Programme Officer
- Monitoring, Evaluation, Research and Learning(MERL) Team
- MYRP Project staff
- Staff at the field locations.

External:

- MYRP partners
- State, County and local government units, as relevant, pertaining to project implementation.
- Donor representatives UKNO.
- GBV sub cluster
- UN agencies and NGO operating in the project implementation areas.

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 will be required to travel to the field very frequent

Level of Contact with Children:

- Low level of interaction with Children:

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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:

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 marked on the right-hand corner of the envelope “**Application for the Position of “Gender Officer – Juba”**” should be addressed to:

**The Head of People and Culture
Plan International South Sudan
Juba, Hai Jerusalem.**

Applications should be submitted in hard copies to Plan International Office in Juba.

OR You can send your application via email to hr.ss@plan-international.org

The closing date for receipt of applications is before close of business on Wednesday, 4th September 2024. At 5:00 Pm

Note: Applications submitted are non-returnable.

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