



# Women Agency for Resilience and Transformation

Juba na Bari Residential Area, Plot No. (129), Block No: IV 3rd Class

Next to Turkish Embassy, Juba-South Sudan

Tel: +211 921241836

E: [info.wartssd@gmail.com](mailto:info.wartssd@gmail.com) W: <https://wart-ssd.org>

## VACANCY ANNOUNCEMENT

**POSITION TITLE:** Protection Manager  
**DUTY STATION:** Juba (Roving)  
**REPORTING TO:** Program Manager/Project Focal Point  
**DURATION:** 6 Months  
**STATUS:** Full time

SR-H-3  
Approved by Service Inspector,  
MOL/IR/ST  
01 SEP 2025  
01/09/2025

## COUNTRY PROGRAMME OVERVIEW

**Women Agency for Resilience and Transformation (WART)** is a national women-led organization established in 2017 by South Sudanese women with the vision of creating a resilient society free from hunger and violence against women and children. WART is fully registered under the Relief and Rehabilitation Commission (RRC) in accordance with the NGO Act of 2016.

From its inception, WART has focused on **gender equality, protection, and women's empowerment** supporting women and girls to overcome the impacts of conflict, poverty, and gender-based violence (GBV). The organization delivers life-saving protection services including GBV prevention and response, child protection, psychosocial support, and access to justice, peacebuilding, food security and livelihoods, health and nutrition, education, and WASH interventions in **Central Equatoria, Eastern Equatoria, Unity, Jonglei, Upper Nile and Northern Bahr el Ghazal States**, with its headquarters in **Juba**.

WART is currently seeking qualified candidates for the position of **Protection Manager**.

## PURPOSE OF THE POSITION

The Protection Manager, you will be the focal point for WART in delivery of quality Protection related projects in South Sudan, based in Juba Office. You will be responsible for the overall management, implementation and monitoring of protection related projects for the host communities and IDP population in South Sudan in accordance with acceptable national and international standards and supporting local partners to deliver high quality project outcomes. You will identify protection & gender mainstreaming gaps in WART running projects and take necessary steps to address them by putting emphasis on coaching field staff to build their capacity. WART interventions are meant to contribute to South Sudan's government efforts in addressing the huge gaps in provision of protection, health, nutrition, education and WASH services and build the resilience of women in South Sudan to achieve sustainable development. You will participate alongside project officers in maintaining regular contacts with key partners including the Ministry of health, Ministry of Gender, Ministry of Education, UN Agencies, technical sector heads and other NGOs at field level.

WART  
South Sudan  
Director  
29/08/2025

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## KEY RESPONSIBILITIES

### 1. Program Management & Supervision

- Lead planning, implementation, monitoring, and reporting of all protection activities (child protection, GBV, general protection, peacebuilding).
- Provide direct supervision and capacity-building for project officers and case workers, and PSS counsellors, implementing the protection projects.
- Ensure adherence to **donor, and cluster guidelines**, including safeguarding, accountability, and PSEA (Prevention of Sexual Exploitation and Abuse).
- Develop work plans, procurement plans, and spending forecasts aligned with donor budgets.
- Conduct regular field monitoring to project sites and provide on-the-job coaching.

### 2. Technical Leadership

- Provide technical guidance on case management, psychosocial support, safe referrals, community-based protection, peacebuilding, and conflict sensitivity.
- Ensure protection mainstreaming across all WART projects (FSL, health, WASH, education, etc.).
- Oversee design and delivery of protection assessments, FGDs, KIIs, and conflict analysis to inform programming.
- Ensure alignment with global and national standards (IASC GBV Guidelines, CPMS, UNHCR protection standards, South Sudan Protection Cluster SOPs).
- Lead the design and drafting of **proposals and concept notes** for donor funding opportunities related to protection in coordination with program, MEAL, and finance teams.
- Conduct needs assessments and gap analyses to generate evidence-based inputs for proposal design.
- Ensure protection strategies are well integrated into multi-sectoral proposals (health, livelihoods, WASH, education, peacebuilding).
- Document innovative protection approaches, lessons learned, and success stories to inform fundraising and donor engagement.

### 4. Representation & Coordination

- Represent the organization in **Protection Cluster and relevant Sub-Clusters (Child Protection, GBV, Peacebuilding)** at national and state levels.
- Strengthen partnerships with UN agencies, INGOs, national NGOs, community structures, and government line ministries (MoGCSW, RRC, County Protection Teams).



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- Advocate for protection concerns, emerging trends, and funding needs at cluster and donor forums.
- Contribute to joint assessments (IRNA, protection monitoring) coordinated by OCHA/Clusters.

### 3. Representation & Coordination

- Represent the organization in **Protection Cluster and relevant Sub-Clusters (Child Protection, GBV, Peacebuilding and general protection)** at national and state levels.
- Strengthen partnerships with UN agencies, INGOs, national NGOs, community structures, and government line ministries (MoGCSW, RRC, County Protection Teams).
- Advocate for protection concerns, emerging trends, and funding needs at cluster and donor forums.
- Contribute to joint assessments (IRNA, protection monitoring) coordinated by OCHA/Clusters.

### 4. Capacity Building & Staff Management

- Recruit, train, and mentor protection staff, community volunteers, and partner staff.
- Facilitate trainings on child safeguarding, GBV prevention and response, conflict resolution, and peacebuilding methodologies (EMAP, IMPOWER, YMOT, mediation).
- Strengthen staff knowledge of reporting lines and referral pathways in South Sudan.
- Promote staff wellbeing and adherence to ethical standards.

### 5. Monitoring, Evaluation, Accountability & Learning (MEAL)

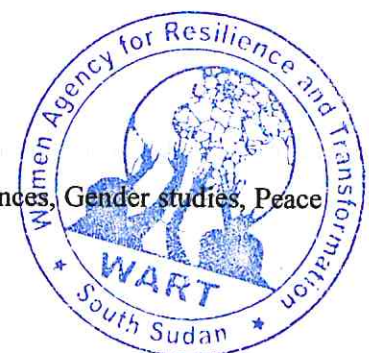
- Ensure robust monitoring frameworks for protection interventions, including indicator tracking aligned with project results framework.
- Lead development of protection monitoring tools and data collection methodologies.
- Document success stories, lessons learned, and best practices for donor visibility and cluster learning.
- Ensure effective community feedback and complaint mechanisms are functional and accessible.

### 6. Compliance & Reporting

- Oversee quality and timely submission of donor reports (narrative & financial) for the protection projects
- Ensure compliance with donor regulations, WART policies, and humanitarian principles.
- Support audits and donor monitoring visits by ensuring documentation is complete and accessible.

### Required Qualifications

- Master's or Bachelor's degree in Law, Human Rights, Social Sciences, Gender studies, Peace & Conflict Studies, or related field.





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- Minimum 5–7 years of progressive experience in protection programming (child protection, GBV, general protection, peacebuilding) in humanitarian or conflict settings.
- Strong experience in South Sudan cluster coordination and donor engagement (SSHF, UN agencies, OCHA).
- Demonstrated skills in project cycle management, staff supervision, and budget oversight.
- Proven experience in GBV case management, child protection systems strengthening, and community peacebuilding approaches.
- Excellent advocacy, representation, and negotiation skills.
- Strong understanding of safeguarding, PSEA, humanitarian principles, and “Do No Harm.”
- Fluency in English (spoken and written); knowledge of Arabic or local languages is an advantage.

## Desired Skills

- Leadership, team management, and capacity building experience
- Ability to work with minimal supervision
- Strong interpersonal skills
- Ability to work under pressure in remote areas

## PSEA

WART has a **ZERO TOLARANCE** to Sexual Exploitation and Abuse of Employees and Beneficiaries. Protection from Sexual Exploitation and Abuse (PSEA) is everyone’s responsibility and all staff are required to adhere to the Code of Conduct, that enshrines principles of PSEA, always (both during work hours and outside work hours). Familiarization with, and adherence to, the Code of Conduct is an essential requirement of all staff, in addition to related mandatory training. All staff must ensure that they understand and act in accordance with this clause.

## HOW TO APPLY

Qualified and interested candidates should send an application letter, CV with at least three referees, and copies of academic documents to [recruitment.wart@gmail.com](mailto:recruitment.wart@gmail.com) (Highly advised), hand delivered copies should be delivered to our head office in Juba not later than 21<sup>st</sup> Sept 2025 at 5.00 pm local time. Contact **0922297469**

The Staff will work under the terms and conditions for this job as discussed and agreed with the selected candidate.

