

SD.HS
18-1-2022



JOB VACANCY

Join Aid Management International (FORAFRIKA) now rebranded to ForAfrika is Humanitarian and Relief Organization operating in various parts of African countries. Our Projects includes feeding and agricultural programs, an orphanage and training centers in Rwanda, drilling of water wells in Eastern Cape, as well as Numerous Community Development Programs in Sub-Saharan Africa.

In South Sudan For Afrika is actively implementing Food for Education, Food for Assets, General Food Distribution, Food Security and Livelihood interventions and Livestock vaccination and we operate Projects in Twice East, Bentiu, Bor, Pibor, Boma, Pochalla, Aweil, Wunrok and Kuajok

Job Title	Education, Protection & Cross-cutting Themes Manager, South Sudan
Number of Position	01
Department	Programs
Reports To (Function)	Director of Programmes
Location	Juba, with field travels

Job Summary:

The purpose of the *Education, Protection and Cross-cutting Themes Manager's* role is to develop further the education sector and strengthen the practice of mainstreaming and promoting the effectiveness of protection, gender and cross-cutting themes in ForAfrika's programmes and the organisational culture. The cross-cutting themes include: accountability to affected populations, local level advocacy, community participation and governance, conflict sensitivity and peacebuilding. The Manager will refine and lead the implementation of the education and protection elements of ForAfrika South Sudan's Country Strategic Plan, in close cooperation with other thematic leads and local partner organisations. S/he will contribute to portfolio development



and management, including providing general humanitarian advice and technical support on programme management, protection, inclusion and safeguarding issues. The Manager plays a key role in developing, or adapting, relevant frameworks and tools; developing and implementing a knowledge management and capacity strengthening strategy, aiming to foster a culture of programmatic

awareness of protection, gender and cross-cutting issues and competence among programme staff and partners.

Key Responsibilities

1. Contribute to programme design and portfolio development.

- Lead the development of a programmatic Protection Strategy and Education Strategy in line with humanitarian standards and ForAfrika's Country Strategic Plan;
- Develop the Humanitarian Response Plan (HRP) for Education, Protection & GBV sectors in accordance with Humanitarian Programme Cycle (HPC) guidelines;
- Articulate the integration of protection, education and relevant cross-cutting themes in project designs, implementation and reporting;
- Identify programme funding opportunities through robust business intelligence and networking and participate in funding proposal development, under the guidance of the Director of Programmes and in collaboration with other thematic leads;
- Provide technical input, as required, for the design of the programmes and ensure community inclusion and protection aspects in all proposal development, theory of change and budget processes;
- Initiate the identification and undertake the selection of credible civil society organizations to partner with for funding application and implementation of projects.

2. Develop or adapt and disseminate internal policies, programme implementation approaches and tools.

- Lead in the design, development and reviewing of policies and strategies including; Gender Equality and Social Inclusion strategies (GESI), Child and Adolescents' Protection, Protection against Sexual Exploitation and Abuse (PSEA) and Safe guarding policies and take lead to ensure they are implemented;
- Lead and provide technical guidance on protection and inclusion issues, particularly the use of tools including the GAM, checklists and guidelines from the IASC Gender Handbook and other resources in the planning, design, implementation, monitoring and evaluation of all projects;
- Operationalize the INEE Minimum Standards within ForAfrika programmes by providing programme audits, feedback sessions, and capacity development sessions against the relevant INEE Minimum Standards;



- Work in collaboration with other technical leads (health, nutrition, WASH, FSL, MEAL) and field teams to develop consolidated costed quarterly work plans for all education, protection, gender and cross-cutting theme activities;
- Work with the MEAL team to ensure integration of protection aspects into the M&E systems and processes to ensure gender, child protection, disability and inclusivity is reflected in the outputs, outcomes and impact level indicators;
- Ensure marginalized groups are counted, survey tools are accessible to all, and data collection tools are sensitive to women, youth, and marginalized groups.

3. Conduct capacity building and technical backstopping.

- Assess capacity building needs of programme team and partners, and develop actionable capacity building plan;
- Develop or adapt education and protection-responsive training materials and conduct training sessions and create accessible reference materials;
- Coordinate PSEA awareness raising, training and dialogue events for programme participants and provide appropriate reporting per standard templates;
- Conduct and/or support training at field level on gender awareness, gender analysis, gender-age marker, GBV, PSEA and other related gender issues, using a variety of approaches: one-on-one support, mentoring, training-of-trainers, IEC materials, webinars, etc.
- Conduct Gender Safety Audits in target programme sites and institutions and prepare technically sound reports;
- Contribute to developing and conducting of operations research interventions in the areas of education and protection;
- Establish effective learning and sharing platforms for education and protection, disseminating best practices derived from monitoring and evaluation processes;

4. Participate in technical networking and coordination forums

- a. Keep abreast and maintain awareness of education and protection issues, as well as the general humanitarian situation and trends in the country;
- b. Consistently participate in the relevant humanitarian coordination clusters and technical working groups, especially Education, Protection and GBV at national level. Also, follow up sub-national cluster issues in the programme locations and support field teams accordingly;
- c. Submit required updates and reports to the clusters in a timely manner, e.g. 5Ws, situational updates;
- d. Maintain a cordial working relationship with the relevant Government ministries and agencies, in line with memoranda of understanding with them. Provide routine reports and updates as required;





- e. Internally, maintain a good working relationship with colleagues, constantly working in collaboration with other departments to ensure integration of education, protection, gender and cross-cutting themes in other sectors; WASH, Health, Nutrition, FSL, MEAL and Operations.
- f. Participate in departmental planning and reviews, taskforce assignments and other organisational events.

5. Documentation, learning and reporting

- Collect, consolidate and analyze sex- and age-disaggregated qualitative and quantitative programme data in order to identify and/or describe vulnerable or at-risk populations;

Prepare timely quarterly report on accomplishment of consolidated protection, gender and cross-cutting theme activities in line with the objectives and indicators in the Country Strategic Plan.

- Review donor reports prepared by implementation teams, to ensure sound quality and alignment to donor requirements;
- In collaboration with the Communications Unit, document human interest stories, promising practices, best practices, most-significant-change stories through a variety of channels – briefs, story-telling, photographs, videos etc.
- Generate the first draft of PSEA Quarterly Report for review by the Director of Programmes and approval by the Country Director. Follow up implementation of plans to improve PSEA compliance;

Professional qualifications, experience and skills

- A university degree in education, gender studies, social sciences or a development related field. A Master's degree is an advantage;
- At least seven years' experience working in the field of education and/or protection in a humanitarian context;
- A strategic thinker with excellent writing skills and ability to develop quality concept notes, proposals, logical frameworks and reports under tight deadlines;
- Excellent networking and external engagement skills, proven experience in networking with donors and partners, including knowledge of UN Cluster system, experience with field level coordination with UN organisations, INGOs, donors and authorities;
- Understands issues, concepts, theories, principles and strategies of Gender Transformative Programming, with experience in embedding gender transformative programming into existing community groups such as VSLA's, economic enterprise groups, care-givers, mother-to-mother care groups, school management committees, project management committees and volunteers
- Project management skills to efficiently plan, implement, and monitor protection mainstreaming initiatives, ensuring they align with timelines and budgets;
- High level of competence in the use of the Microsoft Office suite of tools, including Microsoft Excel/PowerPoint/Outlook/Publisher. Use of Management Information





For Afrika to thrive

Systems (MIS) and Geographical Information Systems (GIS) and MS Excel spreadsheets for data management and reporting;

- Demonstrated ability to work in a multicultural, multi-ethnic environment and maintains effective working relations with people of different national and cultural backgrounds;

Excellent interpersonal skills with demonstrated ability to train others, harness cross-functional contributions from colleagues and being able to effectively employ electronic communication with internal and external actors in other locations

To Apply: Qualified candidates are encouraged to submit their full CV with a covering letter, copies of academic credentials and copy of nationality. by hand Delivery to our Office in Hai Neem Equatorial Tower 4th Floor by Email recruitment.ssd@forafrika.org address your applications to the HR Manager Juba please clearly mark the position title. Deadline for submission: 7th February 2024 at 4: 30 PM.

FORAFRIKA is an Equal Opportunity Employer FORAFRIKA considers all applicants on the basis of merit without regard to race, sex, color and Religion.

NB: FEMALE APPLICANTS ARE STRONGLY ENCOURAGED TO APPLY.

