

Danish Refugee Council

Juba Country Office

Addis Ababa Road, Next to
UNICEF, Juba, South Sudan

DRC DANISH
REFUGEE
COUNCIL

INTERNAL/EXTERNAL VACANCY ANNOUNCEMENT

Vacancy No. JBA 2023/15/02/0001

Who we are:

The Danish Refugee Council (DRC) is a private, independent, humanitarian organization founded in 1956 and currently working on all aspects of refugee cause in more than twenty-five countries throughout the world. The aim of DRC is to protect refugees and internally displaced persons (IDPs) against persecution and to promote durable solutions to the problems of forced migration, on the basis of humanitarian principles and human rights. DRC works in accordance with the UN Conventions on Refugees and the Code of Conduct for the ICRC and NGOs in Disaster Relief.

The protection and assistance to conflict affected population is provided within a long-term, regional and rights-based approach in order to constitute a coherent and effective response to the challenges posed by today's conflicts. Assistance consists of relief and other humanitarian aid, rehabilitation, support to return and repatriation as well as promotion of long-term solutions to displacement and its causes. In addition, support and capacity building of local and national authorities and NGOs form an integral part of DRC's work.

Country and Project Background:

The Danish Refugee Council (DRC) has been working in Sudan since 2004 and was subsequently present in South Sudan when it gained independence in 2011. DRC South Sudan programme's current focus is on supporting forcibly displaced and conflict-affected people, including refugees, internally displaced persons (IDPs) and returnees to access their rights in a safe and secure environment. Currently DRC is operational in greater Equatoria, Unity and Upper Nile, Jonglei and Western Bahr El Ghazal States, working in the sectors of Camp Coordination and Camp Management, Protection, Shelter/NFI, Food Security and Livelihoods, Demining and peacebuilding.

DRC Seeks to Recruit:

Position Title	Protection Specialist (Gender)
Report to	Economic Recovery Manager
Duty Station	Juba with frequent travels to the field
Contract Type	Standard
Length of Contract	12 Months
Employment Start Date	As Soon as Possible
Salary	According to DRC Salary Policy
Eligibility	South Sudanese Nationals Only.
Advertisement Closing Deadline	6th March, 2023



Background and purpose of the role:

The USAID-funded Youth Empowerment Activity (YEA) project will reach 25,000 South Sudanese youth in thirteen counties across five states [Eastern Equatorial (Kapoeta North, Budi), Jonglei (Akobo, Duk, Pibor, Uror), Unity (Leer, Mayendit, Panyijar), Upper Nile (Baliet, Ulang), WBG (Jur, Wau)] over a four-year period (November 25, 2022 – February 25, 2026). This community-based intervention will establish a vibrant Youth Corps and support local organizations to enhance youth-friendly service offerings. The YEA will tailor its intervention to meet the realities of each implementation area and to best support a diverse group of youth with varied capacities and aspirations to reach their full potential. The project will be managed and implemented under the leadership and coordination of Education Development Center, Inc. (EDC). Danish Refugee Council (DRC) will serve as Technical Lead for Livelihoods and Protection, and Search for Common Ground (Search) will be the Social Cohesion Technical Lead. Technical Leads will develop strategies and design interconnected interventions, coordinate with relevant stakeholders to layer programming and build local capacity.

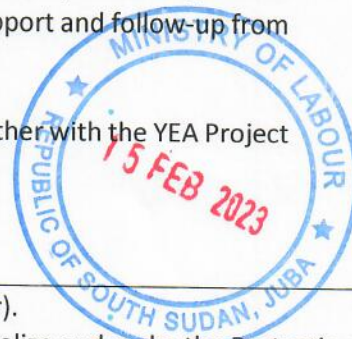
The YEA Project Protection Specialist (Gender) will be responsible for leading all the DRC protection and gender-related activities under the USAID-funded Youth Empowerment (YEA) Project (objective 3). This will include mainly the mobilization and training of youth to conduct an SRH-focused protection and gender analysis, and implement the analysis' recommendations; the training and capacity building of local youth in issues related to protection, gender, SRH, and GBV; and the implementation of the "Get Moving to Prevent SH & SEA" curriculum with a partner local organization. Moreover, the Protection Specialist will be facilitating synergies and promoting protection mainstreaming among the different project components (e.g. economic recovery activities) and partners.

The position will be based in Juba with frequent travel to the field (1 to 2 weeks per month), will be reporting to the YEA Project Manager and will be receiving close technical support and follow-up from the Protection Technical Coordinator.

The Protection Specialist will be line-managing, supporting, and working together with the YEA Project Protection Assistant (Gender).

Responsibilities:

- Supervise and support the YEA Project Protection Assistant (Gender).
- Work closely with the Protection Technical Coordinator to contextualize and make the Protection Analytical Framework (PAF) tools accessible to South Sudanese youth with different characteristics, while mainstreaming Gender and SHR elements.
- Implement the contextualized PAF with a variety of different youth in the targeted locations.
- Support youth in drafting and disseminating their own Protection Analysis.
- Help youth implement some of the Protection Analysis recommendations by providing them with technical and logistical support.
- Draft and implement a tailored capacity-building plan for youth, to include different capacity-building approaches (e.g. coaching, training, shadowing, etc.).
- Lead the effective monitoring, evaluation and learning processes and initiatives, and ensure effective data management and contribute to regular project reporting.
- Identify a local partner organization best suited for the implementation of the "Get Moving to Prevent SH & SEA" curriculum.



- Facilitate the “Get Moving to Prevent SH & SEA” curriculum with the staff of the selected partner organization.
 - Actively engage in DRC’s internal protection department meetings and processes (e.g. yearly protection workshop, monthly protection meetings, development of the missions’ protection strategy, etc.).
 - Participate in internal and external coordination meetings as requested by the YEA Project Manager or the Protection Technical Coordinator.
 - With the support of the YEA Project Manager, manage all budget lines related to protection activities.
 - Lead protection monitoring efforts and promote integration with the other project components led by DRC and partners.
 - Ensure compliance with security management rules and procedures; for example, ensuring relevant documentation and procedures are understood and adhered to by staff.
 - Guarantee the proper documentation and report writing for all YEA-project-related protection activities.
- Any other tasks as required by the YEA Project Manager or the Protection Technical Coordinator relevant to the implementation of protection objectives and activities.

Experience and technical competencies:

- At least 4 years’ of work experience in the field of humanitarian protection, human rights, gender, SRH and GBV.
- Extensive background in community mobilization, and proven track record of facilitating trainings and capacity-building initiatives.
- Experience in participatory facilitation techniques and experience working with local civil society.
- Strong communication, analytical and writing skills.
- The ability for rapid analysis of very complex issues, and strong decision-making.
- Excellent interpersonal skills, cross-cultural communication and ease in working with multi-ethnic team.
- Good computer and IT skills as well as good understand of basic protection information management principles.

Ability and willingness to work in remote and isolated location with ever changing security scenarios.



<p>Education: (include certificates, licenses etc.)</p> <ul style="list-style-type: none"> • A bachelor's degree in political/social sciences, law, psychology, gender, development studies, international development or equivalent degree qualifications; • Training in protection, GBV, SHR and gender. 	<p>Find the definition of DRC's Core competencies here</p> <p><u>All DRC staff should master the 5 core competencies:</u></p> <ul style="list-style-type: none"> • Striving for excellence: You focus on reaching results while ensuring an efficient process • Collaborating: you involve relevant parties and encourage feedback. • Taking the lead: you take ownership and initiative while aiming for innovation. • Communicating: You listen and speak effectively and honestly. <p>Demonstrating integrity: You act in line with our vision and values</p>
<p>Languages: (indicate fluency level)</p> <ul style="list-style-type: none"> • English • Other local South Sudanese language desirable Full proficiency in spoken and written English 	
<p>Key stakeholders: (internal and external)</p> <ul style="list-style-type: none"> • Donors, Community members, humanitarian and development organisations, cluster systems, local authorities • YEA Project Manager, Protection Technical Coordinator, Economic Recovery Coordinator and staff, Protection Assistant (Gender) 	
<p>Last updated: (date and name)</p> <p><i>Marilena Kollia, February 2023</i></p>	<p>Basic: I master the essentials, but may at times need help from others</p> <p>Advanced: I can work independently at full professional level.</p> <p>Expert: I am the go-to person when others need help.</p>



How to apply

Please send a covering letter outlining how your skills and experience meets the Person Specification along with your CV to Human Resources Department through ssd-jobs@drc.ngo. OR Submit your hard copy application to the Human Resource Department to the attention of HR Officer DRC Office or to any DRC field offices.

Title of the position/vacancy number MUST be clearly mark in the application and on envelop.

Further information

Please note, as this position is urgent, applications will be reviewed on a rolling basis and interviews held prior to the advert closing date.

We appreciate your application however; only short-listed candidates will be contacted for interview. If you have not been contacted within two weeks of the closing date we regret that your application has been unsuccessful. Please continue, however, to periodically review our website, South Sudan NGO Forum website <http://comms.southsudanngoforum.org/> for other suitable opportunities.

