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 Approved by labour
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 02 JUL 2020
 HUMAN RESOURCE DEVELOPMENT

**PLAN INTERNATIONAL SOUTH SUDAN
 JOB ADVERT**

Plan is an International Child Centered Community Development organization – without religious, political or governmental affiliation – that works with children and their communities in 50 of the world’s poorest countries to make lasting improvements in their lives. Plan’s work worldwide benefits around six million children in Africa, Asia and Latin America. Program implementation takes place in 50 Country Offices and 4 Regional Offices, working with more than 90,000 mostly rural communities.

As an International child-centered community development organization, Plan International South Sudan is committed to the wellbeing of children and to supporting the Convention of the Rights of the Child and it does not tolerate child abuse. The institution therefore expects that all of its employees and others who work with it have children’s best interests at the heart. Plan International is committed to protecting children from all forms of abuse and violation of their rights.

Plan International South Sudan supports development interventions in the domains of education, livelihood, building relations, child protection, governance and social protection.

Plan International South Sudan is seeking to recruit dynamic and suitably qualified and experienced South Sudanese for the following vacant position:

POSITION 1; No. of Vacancies (1)

Job Title	Gender Project Coordinator
Department	Gender & GBV
Reports to	Education Project Manager
Location	Eastern Equatoria (Kapoeta North, Torit & Nimule)

I. Job Summary

The post holder will play a leading role in implementing the gender equality and inclusion strategy of Education projects including Multi Year Resilience Plan (MYRP) Education Program. She/he will be tasked with mainstreaming gender perspectives in all project activities undertaken, developing tools, resources, and providing training and mentoring to the project staff and volunteers to enable them contribute to Plan International’s strategy of gender equality and transformation goals. The Gender Coordinator will also support MoGEI (Ministry of General Education & Instruction) and State MoE (Ministries of Education) in developing gender inclusion strategies and supporting gender related training.

“Plan International Strives for a just World that advances children’s rights and equality for girls in line with Plan’s safeguarding Children and Young People Policy Commitment”



II. Key End Results and typical Responsibilities

- ✓ Providing technical support on gender and inclusion and gender transformative practices in the Education projects/MYRP inception planning, particularly the development of the project-specific gender equality and social inclusion strategy and planning;
- ✓ Ensuring that MYRP gender and inclusion strategies, 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 technical oversight for behavior-change programming efforts around gender norms.
- ✓ 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 and inclusion are compiled and shared with the program team.
- ✓ Carrying out field visits to monitor and observe gender related project activities/work, providing the education Staff 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.

Capacity Building

- ✓ Facilitate gender related trainings for different categories of MYRP and other plan staff in the field on gender and inclusion.
- ✓ Support the MYRP project inception planning, particularly the development of the project-specific gender equality and social inclusion strategy and work plan.

Coordinatio

- ✓ The Gender Coordinator will work closely with the Gender and GBV Manager, Education Manager, Child Protection, Nutrition, Livelihoods and Food Security Teams and the Monitoring and Evaluation Team, to ensure service reaches women and girls and other excluded groups.
- ✓ Support the MoGEI (Ministry of General Education & Instruction) and State MoE (Ministries of Education) in developing gender inclusion strategies and supporting gender-related training.

Safeguarding Commitments:

- To ensure the Safeguarding Policy and Code of Conduct of Plan International in South Sudan is observed by staff and associates known to the beneficiaries and all safeguarding concerns are reported.
- To ensure staff, beneficiaries and associates are aware of reporting mechanisms and maintain the confidentiality of the safeguarding concerns reported.
- Never participate or support child marriages. No staff member should engage in a relationship with a direct beneficiary.

Dealing with Problems

- An ability to manage staff working under pressure and build excellent working relationships in a short timeframe.
- The post-holder will need to have the ability to find solutions to difficult programmatic and management issues, taking corrective action as necessary.
- Dealing with and harmonising multiple demands from client groups
- Working effectively with multiple cultures and languages
- Working in an environment where rapid change might suddenly alter priorities

I. Communications and Working Relationships:

Internal

- Plan International inter-departmental and project teams and country office thematic managers.
- Plan International Monitoring, Evaluation and Research team.
- Plan International South Sudan and teams in field locations such as sub-office, and others as necessary.

External

- State, County and local government units, as relevant, pertaining to project implementation.
- Donor representatives NLNO.
- Cluster coordinators for relevant sectors, as necessary.
- 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

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

- 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 development programming training and capacity building skills.
- Proven experience working on education projects.
- Demonstrated ability to design, plan and mainstream gender in development projects.
- Proven ability of mentoring, coaching and training 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 child protection, gender transformation and Do No Harm approaches, women 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

All applications marked on the right hand corner of the envelop "Application for the Position of Gender Project Coordinator should be addressed to:

**The HR & OD Business Partner
Plan International South Sudan
Hai Jerusalem.**

**Application should only be submit via this e-mail address hr.ss@plan-international.org
The closing date for receipt of applications is before close of business on 22nd July 2020. Interested persons can collect **Plan Application Form** from the **Security Post** at the above address or from the field office in the location you are applying from.**

NOTE, due to the urgency of the position, we will be reviewing the applications as they come and interviews may be done before the closing date.

Note: Applications submitted are non-returnable

Plan is an equal opportunity employer within the meaning of the relevant UN convention. Women are strongly encouraged to apply.

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