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Approved by  
Inspector  
09 DEC 2025  
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A. J. [Signature]

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### JOB ADVERTISEMENT

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|------------------------|--|
| Job title:             | Gender Officer   |
| No. of positions:      | One (1Female)  |
| Position Code:         | GVO/GO/25/01/2025  |
| Country Programme:     | South Sudan  |
| Duty Station:          | Juba   |
| Position opened for:   | South Sudanese Nationals Only  |
| Reporting to:          | Program Coordinator  |
| Application open date: | 08 <sup>th</sup> December 2025   |
| Application Deadline:  | 05 <sup>th</sup> January 2026  |
| Contract start date:   | 2nd February 2026  |
| Contract duration:     | Full time 6 Months (with 3 months' probation) with a possibility of extension. |

### OVERVIEW OF GLOBAL VOICES ORGANIZATION-SOUTH SUDAN:

Global Voices Organization-South Sudan (GVO) is a vibrant survivor led, women led humanitarian and development organization established to promote gender equality, survivor empowerment and access to justice throughout South Sudan. The organization is registered with the Relief and Rehabilitation Commission (RRC) in Juba, Torit and Kuajok. GVO envisions a society where survivors including women and girls are breaking barriers of stigma, exclusion/discrimination, poverty and are influencing decisions that affect them. GVO seeks to provide safe spaces for collaboration and dialogue through connecting voices from local, national, regional and global levels to engage a larger community facing similar issues in a respectful and organized manner.

GVO is looking for young and competent South Sudanese female who shares our vision and mission to fill up the position of Gender Officer to lead the integration of gender equality and equity across GVO's programs, policies, and operations. The role ensures that interventions are gender-responsive, promotes inclusive participation, and strengthens organizational accountability to women, men, girls, and boys in line with humanitarian principles and donor requirements.

### KEY RESPONSIBILITIES OF THE GENDER OFFICER WILL INCLUDE:



- **Program Support & Mainstreaming:** The Gender Officer will provide technical guidance to program teams to ensure gender considerations are embedded in project design, implementation, monitoring, and evaluation, while supporting the development of gender-responsive indicators and reporting frameworks.
- **Capacity Building & Awareness:** The officer will conduct training, workshops, and awareness sessions for staff, partners, and communities on gender equality, GBV prevention, and inclusive practices, while promoting organizational learning and knowledge sharing.
- **Policy Development & Compliance:** The Gender Officer will contribute to the formulation and review of organizational policies to ensure alignment with gender standards, donor requirements, and national frameworks, while monitoring compliance and recommending improvements.
- **Coordination & Advocacy:** The officer will represent GVO in gender working groups, networks, and stakeholder forums, strengthening partnerships with government institutions, NGOs, and community leaders to advance gender equality and protection.
- **Monitoring & Reporting:** The Gender Officer will document gender-related outcomes, lessons learned, and best practices, ensuring timely reporting to management and donors, and contributing to evidence-based advocacy and program refinement.

#### REQUIRED QUALIFICATIONS & EXPERIENCE:

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- **Education:** Bachelor's degree in Gender Studies, Social Sciences, Development Studies, or related field.
- **Experience:** Minimum 3 years of professional experience in gender programming, preferably in humanitarian or NGO contexts.
- **Knowledge:** Strong understanding of gender equality frameworks, GBV prevention, and humanitarian standards.
- **Skills:** Excellent facilitation, moderation, communication, public speaking and analytical skills are required; ability to design and deliver training; proficiency in English with knowledge of local Arabic as an asset.
- **Personal Attributes:** The Gender Officer must demonstrate integrity, maturity, discipline, impartiality, and commitment to gender equality, with strong interpersonal skills, cultural sensitivity, and the ability to work effectively in challenging environments.

#### PERFORMANCE INDICATORS:

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- Quality and consistency of gender mainstreaming across programs.
- Number and effectiveness of gender trainings and awareness sessions conducted.
- Compliance with donor and organizational gender requirements.
- Positive feedback from staff, partners, and communities.
- Timeliness and accuracy of gender-related reporting.

#### ADHERENCE TO PSEA & SAFEGUARDING AND ETHICAL CODE OF CONDUCT GUIDELINES:



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- GVO maintains a zero-tolerance policy towards sexual exploitation, abuse, and harassment. All staff are required to uphold the highest standards of professional conduct and safeguarding in line with international humanitarian principles.
  - GVO is committed to safeguarding and promoting the welfare of children, women, and vulnerable adults. We expect all staff and volunteers to share this commitment and uphold the highest standards of conduct.
  - All staff are required to uphold and sign the organization's Code of Conduct, which sets out the standards of professional behavior expected in all activities and interactions. This includes integrity, respect, accountability, and zero tolerance for corruption, exploitation, or abuse.
  - All appointments are subject to pre-employment screening in line with Anti-Money Laundering (AML) and Countering the Financing of Terrorism (CFT) regulations.
  - Selected candidates will undergo rigorous reference and background checks against their past behaviour related to SEA, safeguarding, code of conduct and criminal behaviour and may be required to provide additional information during the selection process to ensure candidates meet highest standards conduct.

#### HOW TO APPLY:

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GVO retains the discretion to re-advertise or cancel the recruitment.

Qualified candidates may submit copies of their application, CV and academic documents through the email address [vacancy@theglobalvoices.org](mailto:vacancy@theglobalvoices.org). Please address the subject of the email as "GVO/GO/25/01/JUBA". Please note that this is a national and local position.

**Please note:** No hand delivery of applications is indicated. All application should be submitted through the email address above. We thank all applicants for your expressions of interest.

However, only short-listed candidates will be contacted.

