



WOMEN FOR WOMEN INTERNATIONAL

Job Advert

Title:	Project Coordinator - <i>Putting Survivors at the Center</i>
Department:	Global Programs
Grade:	H
Status:	Full-time
Location:	Yei, South Sudan
Reports to:	Country Director or Dotted line reporting to GSC Program Officer; Associate Director, Gender Equality and Social Protection; and Associate Director, Research and Learning Technical support from GWI project leads
Line Manages:	N/A
Safeguarding Risk Level	
Date:	July 13 th 2022



*Approved
Office
S. J. Ledson
S. J. Ledson*

This position is pending funding of a potential grant opportunity.

Purpose

Women for Women International is partnering with the Global Women's Institute (GWI) at George Washington University for a three-country and three-year long project to develop programming models that equip non-GBV specialists to receive disclosures from GBV survivors, meet survivors' basic & immediate needs, and facilitate access between GBV survivors and response services in accordance with best practices and local realities. The *Putting Survivors at the Center* (PSC) Project Manager will be the in-country technical and managerial lead for this project and will lead project implementation, coordinate across organizations and service providers, ensure timely and quality deliverables including reports to partners and donors, and oversee budget utilization.

Over three years, each country will develop a national coalition to support this work, conduct needs assessments with survivors, develop one or two programming models to pilot (one within WfWI, a potential second one with an external partner), implement the pilots with strong attention to multiple learning points and feedback loops, evaluate the pilots, write up the pilots and learnings in case studies, present findings to local, national and global audiences, and contribute to the development of a globally-accessible toolkit to give non-GBV specialist organizations options for how to best interact with GBV survivors in fragile and conflict-affected locations. The PSC Project Manager will be the lead for each of these project activities, responsible for their completion per the project timeline and quality standards. They will work closely with staff in the WfWI Global Support Center and Global Women's Institute at George Washington University and with WfWI South Sudan Country Office colleagues and technical specialists to conduct the activities under this project, including: the Country Director, Program Manager, Social Empowerment team, Economic Empowerment Team, Monitoring and Evaluation team, Advocacy Coordinator, and Men's Engagement Program Coordinator. A great candidate for this role will have strong experience in GBV response programming, project management and coordination, and will have some

exposure to and ability to request support and undergo training on women's empowerment, research, and M&E.

PUTTING SURVIVORS AT THE CENTER (PSC) PROJECT BACKGROUND:

In response to high rates of gender-based violence (GBV) in conflict-affected settings, the humanitarian community has begun to prioritize establishing risk mitigation and lifesaving GBV response services (including health, psychosocial and safety centered response options) at an early stage of humanitarian response. Despite plentiful guidance and best practice documentation, gaps remain on the ground. While increasing funding and support to agencies that provide specialized GBV services (particularly for services provided by under-funded local governmental or women's organizations) is essential in order to meet this gap in program implementation, a lack of available services is not the only reason survivors choose not to disclose or seek help after an incident of violence. In many conflict-affected contexts, deep-rooted discriminatory social norms, fear, poverty, poor quality existing services, and a lack of knowledge about or trust in existing services prevent women from revealing that they have experienced GBV and/or seeking help. In order to reduce these barriers to care, the humanitarian community needs to consider new programming models that will increase the coverage of services and create new mechanisms that can support survivors who come forward – even if they disclose to organizations that do not traditionally provide GBV support services.

The expected outcomes of the PSC project are evidence-based understanding of effectiveness, accessibility, and feasibility of service-to-care models in conflict-affected areas; implementation of between 3-5 pilot program models, and case studies and guidance documents for GBV and non-GBV specialist organizations to implement best practices and context-appropriate support. The project will take a phased approach that includes a period of consultation, coalition building, data collection and co-design (Phase 1 – 12 months), piloting, iteration, refinement and reflection (Phase 2 – 18 months), consolidation of lessons learned and dissemination (Phase 3 – 6 months).

DUTIES AND RESPONSIBILITIES:

Engagement

Coalition building and stakeholder engagement:

- Sensitize NGOs, women's rights organizations, local government, UN, relevant working groups, and the local active GBV and/or protection sub-clusters about the project and seek buy-in; engage with representatives for inputs into project plans and outputs.
- Create and facilitate a local advisory group for in-depth oversight of ethical data collection and program implementation.
- Organize and co-facilitate design workshops/meetings to inform pilot development, pilot implementation and synthesis of learnings and recommendations.
- Participate in project global advisory group and connect with wider coalition of interested organizations to solicit input and provide updates on project progress.
- Share progress at local GBV sub-cluster meetings as well as other relevant cluster (e.g., food security, child protection, health, WASH, shelter) meetings.



- Share back the final products results with the affected communities through community forums, ensuring the completion of the learning and participatory cycle with all stakeholders.

Project Monitoring, Evaluation, Research, Learning and Reporting:

- In collaboration with the Country Office M&E team, collect and compile routine monitoring & evaluation (M&E) data, administrative data from participants, client satisfaction interviews, and staff feedback about the pilot process, per project guidelines and using a survivor-centered approach.
- Secure ethical approval for research activities by the relevant local or national ministry; support the GWI application and to the George Washington University Institutional Review Board.
- Conduct midpoint reflection workshops with key stakeholders and work with implementation staff and/or sub-grantees to make adjustments to the programming models.
- Facilitate in-country participatory workshops to collaboratively analyze/interpret results with stakeholders in each country.
- Present synthesized findings to local and global stakeholders and lead reflection on learning and recommendations.
- Lead on preparing donor reports in line with donor grant agreement details.
- Contribute to blogs and provide ongoing updates during webinars and meetings for members of the coalition and wider public throughout project design and implementation.
- Work in conjunction with GWI and global WfWI staff to draft reports, case studies, and videos based on the pilot experiences.

Delivery

Pilot program development:

- Undertake service mapping to understand the capabilities of any existing GBV service providers in program areas.
- Conduct qualitative research with women and girls to understand both the kinds of support they need after experiencing an incident of violence and the barriers in place that prevent them from seeking support, in close coordination with the global MERL team.
- Conduct qualitative research with non-GBV service providers to understand what types of GBV cases they are seeing, what actions they currently take and what support they feel they should be able to provide; and with GBV specialists and government services (if operational in the pilot contexts) to understand the opportunities and barriers they see and what culturally appropriate GBV response services look like from their perspective.
- Analyze initial landscaping data and conduct series of workshops with humanitarian agencies and women and adolescent girls to inform the co-design of pilots.

Project management:

- Lead on planning, design and delivery of all PSC country-level project activities, including implementation of the GBV survivor pilot program model being developed for each context.
- Participate in regular technical calls with GSC technical teams and GWI project leads.
- Ensure regular project activities are carried out in an efficient and timely manner.
- Develop and maintain good working relationships with other collaborating agencies, partner organizations and community leaders to develop partnerships, networking for advocacy and referral relationships during implementation.



- Support selection of one sub-award recipient to pilot a program model as fits with the larger global project; manage sub-award and ensure timely and quality project implementation by selected sub-award recipient.
- Work in collaboration with the GSC technical team and GWI to ensure that country-level project components are aligned with the global *Putting Survivors at the Center* project plans.
- Prepare timely and accurate monthly, quarterly, and annual reports and data required for external reporting including with local authorities and advisory group.
- Ensure the procurement plans are prepared in coordination with Finance and Logistics Department so that program supplies and services are available for program delivery in a timely manner.
- Ensure quality control, impact and that the pilot program is carried out in accordance with the mission and goals of WfWI and the terms and conditions of relevant grants.

Budget management:

- Responsible for the efficient planning and use of project budget for PSC project.
- Coordinate with Finance team to review monthly spending plan and budget vs. actual reports to track actual expenditures against projected budget and address changes needed, also responsible to ensure timely and cost-efficient spending according to grant budgets.
- Other duties as assigned.

All our employees are required to adhere to WfWI's Code of Conduct and Safeguarding policies and to our organizational values: Empowerment, Integrity, Respect, Resilience

B. SKILLS AND QUALIFICATIONS

- Minimum Master's degree or equivalent post graduate degree in social sciences, public policy, public health, social work, or other relevant field [Note: number of years of relevant work experience may be considered in lieu of Master's degree but minimum of bachelor's degree is required.]
- Minimum of 7 years of work experience in relevant field, preferably within the INGO sector, of which at least 2 years of project management.
- At least 3 years' experience working as a part of programs for gender-based violence prevention and response, GBV referral programs, protection, and women's rights.
- Previous experience conducting activities for projects funded by the United States Government or other bilateral agency, with experience writing reports and updates.
- Demonstrated experience with GBV or VAW networks at local and national levels.
- Ability to build coalitions across diverse stakeholders and facilitate working groups to design programs and make key decisions.
- Basic competence with research and/or M&E skills: developing tools for qualitative and quantitative data collections, development of client feedback and satisfaction forms, summarizing participant data and presenting to colleagues and coalitions.
- Clear demonstration of ethical principles related to working with survivors of GBV: do no harm, safety, confidentiality, dignity, consent.
- Ability to understand the needs of WfWI's target clients -socially and economically marginalized women- and program accordingly.



- Demonstrated ability to coordinate, lead, and motivate a large team of people through a participatory and enabling management style.
- Demonstrated understanding and experience of gender issues and proven commitment to addressing gender inequalities in all key areas of responsibility.
- Strong analytical and problem-solving skills.
- Commitment to and respect for Women for Women International's mission and values
- Knowledge and experience in training and facilitating.
- Knowledge of project management principles and practices.
- Excellent written and oral communication skills.
- Strong interpersonal skills and ability to work well as a part of a team.
- Ability to work with minimum supervision, under pressure and to meet deadlines.
- Ability and willingness to travel around the country and internationally as required.
- High level of fluency in English and local language (speaking, reading, writing).
- Strong computer skills in MS Word, Excel, Power Point and email applications.

Application Instructions:

This position is in Yei, South Sudan and South Sudanese are encouraged to apply. We will be reviewing applications on a rolling basis, so please apply by e-mail at your earliest convenience through sosudanjobs@womenforwomen.org and copy to samoko@womenforwomen.org and mabure@womenforwomen.org, Mkajokaya@womenforwomen.org

Note: Only short-listed applicants will be contacted for interview.

Women are strongly encouraged to apply.

Deadline for submission of applications Tuesday 26th July 2022 at 5:00 PM

