



**NORWEGIAN REFUGEE COUNCIL (NRC)-SOUTH SUDAN
VACANCY ANNOUNCEMENT**

JOB TITLE: Protection and Gender Officer
REPORTING: Project Team Leader –ICLA
DUTY STATIONS: Wau,WBEG (Covering Wau North and South , Baggare ,Baselli & Kplaile
DURATION AND TEPY OF CONTRACT: 8 Months renewable subject to funding
STARTING DATE: As soon as possible
SALARY: As per NRC National Scale

The Norwegian Refugee Council (NRC) is an independent humanitarian organisation. Our task is to improve international protection of refugees and internally displaced persons, and to offer emergency humanitarian assistance regardless of race, nationality or political views. Our efforts are founded on the principle that all human beings are entitled to a life in peace, liberty, safety and equality, as this is expressed in the Universal Declaration of Human Rights. NRC has been working in South Sudan since 2004. Our core competencies include Education, Shelter, WASH, Food Security & Livelihoods (FSL), and Information, Counselling & Legal Assistance (ICLA).

Being an employee of the Norwegian Refugee Council (NRC) in South Sudan, the Protection and Gender Officer is expected to represent NRC in a responsible manner and always act in accordance with NRC's Code of Conduct.

REPORTING TO

ICLA /Protection Team Leader

DUTIES AND RESPONSIBILITIES:

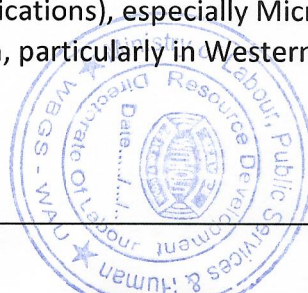
1. With reference to the NRC Protection Policy and Inclusion Guidelines and Tools, the Protection and Gender Officer will assist the ICLA Protection and Gender Officer, the Protection and Gender Officer in the integration of protection and inclusion components within project proposals, strategies, activities and reports.
2. Represent NRC at field level cluster meetings or other coordination forums thus: Protection cluster, GBV sub-cluster, Child Protection sub-cluster or any other forums deemed necessary.
3. Participate in NRC assessments, joint cluster or inter-agency assessments, with specific focus on conflict sensitivity, integrating protection and inclusion outcomes within the assessment tools, beneficiary targeting tools and then support analysis of the final reports.
4. Highlight and flag protection issues observed during activities with the project staffs and report to line manager to ensure that issue are tackled in timely manner and sufficiently incorporated into ongoing and planned responses.
5. Design, prepare for and deliver/facilitate trainings, workshops and dialogues under the technical supervision of the protection specialist.
6. Contribute to and pursue regular lesson learning within the protection team, continuously advance protection analysis and build productive relationships with stakeholders
7. Stakeholders Analysis: Map and analyze the stakeholders, their interrelationships, roles, influence and their potential impact on the safety, dignity and access to services for beneficiaries during the intervention.
8. Referral Mechanism: Support the establishment or strengthen referral of beneficiaries with specific needs by establishing an internal NRC referral mechanisms and pathway for NRC internal projects and then external referrals to NRC partners or collaborating organization.



9. Protection Advocacy and Context Analysis: Undertake a protection context analysis with support of Protection Specialist to identify the potential protection risks, analyze Do No Harm considerations for NRC interventions, and support preventive and responsive measures to address or reduce these threats with specific focus on persons with specific needs. In line with the context analysis support and contribute to protection advocacy efforts at all levels.
10. Beneficiary Identification Tools and Guidelines: Support or review the selection criteria for the targeting NRC beneficiaries thereby ensuring the sex, age, disability and diversity components are taken into considerations. Furthermore, support NRC teams in defining and getting a shared understanding on who are beneficiaries are by compiling and sharing a comprehensive list of the different categories of persons with specific needs or extremely vulnerable individuals in accordance with NRC Protection, Inclusion Guideline and Tools.
11. Community Based Committees: Ensure gender principles of equitable participation in community based committees is encouraged and supported.
12. Participation of Persons with Specific Needs in NRC activities: Ensure that persons with specific needs are identified proactively and equally participate in NRC activities.
13. Complaint mechanisms: Support M&E teams in establishing and maintaining inclusive complaint mechanisms as well as developing a database to register and address complaints from the beneficiaries thus ensuring accountability to the beneficiaries.
14. Trainings and workshops: Design, prepare for and facilitate trainings for NRC staff, community members/leaders and community structures whilst undertaking implementations on Gender, SGBV, Child Protection, inclusion and protection principles with support from Inclusion and Protection advisors.
15. Sensitisation and Awareness raising: support, integrate and deliver inclusion and protection components into sensitisation and awareness sessions.
16. Information, Education and Communication Materials: Participation or leading in the development of IEC materials.
17. Reporting: Drafting weekly and monthly reports as well as project and donor reports whilst highlighting the needs, response, gaps and recommendations for persons with specific needs disaggregated by sex, age, disability and diversity.
18. Ensuring sound security and safety measures during all fields missions
19. Take responsibility for any materials, tools, vehicles, communication equipment provided by NRC
20. Any other duty that will be assigned by the Project Manager or Protection Specialist.

Qualifications and Competencies

- Relevant higher education (Law, Social Science) with Protection and Gender background
- Minimum 3 years of working experience in a humanitarian/recovery context within Protection, preferably with an international NGO
- Proven experience in emergency relief operations and recovery with focus on protection, food security and livelihoods as well as education is essential.
- Experience working in complex and volatile contexts
- Computer skills (primarily MS Office applications), especially Microsoft Excel.
- Knowledge of the context in South Sudan, particularly in Western Bahr el Ghazal and the former Greater Bahr el Ghazal.
- Experience with project start up.





- Fluency in English, both written and verbal, and Arabic is essential. Knowledge in other local languages is a strong advantage.
- Valid national identity documents are a requirement

Application Procedure:

- The applicant must provide a detailed CV as well as an application letter with an explanation as to why he/she would like to work for NRC, and why you believe you are the best candidate for this position. Contact details including phone numbers and address plus three references (one of these should be your current or most recent employer) are essential.
- Please do not submit original certificates. Submitted application documents will NOT be returned.
- Applications must be submitted no later than **9th May 2022 by Hardcopy** in an enclosed envelope clearly marked **Position of Protection and Gender Officer ,Wau Western Bhar El Ghazal State** to one of these locations:
 - NRC Human Resource Office in Juba
 - NRC Human Resource Office in Alek, Wau & Aweil

Only short-listed candidates will be contacted, by e-mail or by phone.

WOMEN ARE STRONGLY ENCOURAGED TO APPLY

Note: Due to the urgency of position, NRC will review applications on rolling bases and will select a suitable candidate before closing date.

This position is subject to funding.

