



COALITION FOR HUMANITY

Improving Community Resilience



Location:

Juba, Gudele 1, Block 4, Plot No. 1784,
off-Gudele Road, along 7 Eleven
Supermarket Road, next to Big Ben
Primary School

JOB ADVERTISEMENT FOR THE POSITION OF PROGRAMME MANAGER (Protection and GBV, HLP and CP AoRs)

Introduction

Coalition for Humanity (CH) is a humanitarian organization with experience in implementing humanitarian and development/resilience projects in South Sudan. The organization focuses on Food Security and Livelihoods (FSL), Water, Sanitation and Hygiene (WASH), Education, Health and Nutrition, among other sectors while integrating protection activities and forming a nexus across sectors in order to leverage on resources. CH considers Protection/GBV, Housing, land and property rights (HLP), peacebuilding and conflict transformation as cross cutting issues. The organization has successfully integrated these in WASH, FSL, Non-food items, Health and Nutrition. CH has its headquarters in Juba but with presence in Unity, Jonglei, Upper Nile and Central Equatoria States. Our ultimate goal is to reach out to people across the entire South Sudan. Coalition for Humanity is committed to working with communities to build their resilience as well as to nurture the capacity of locals in delivering holistic and local context specific responses.

The organisation is seeking to recruit a suitable qualified South Sudanese national for the position of **Programme Manager** (Protection and GBV, HLP and CP AoRs)

Position Specifications

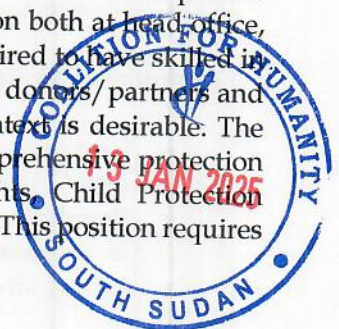
Job title: Programme Manager (Protection and GBV, HLP and CP AoRs)
Job Location: Juba, South Sudan with extensive field travels in the project sites
Reports to: Head of Programs
Contract Type: Full-time
Contract Duration: 2 years
Eligibility: Open to Nationals and Internationals

Job Summary

The Programme Manager (Protection and GBV, HLP and CP AoRs) will have overall responsibility for overseeing the planning, strategic leadership, operational delivery, growth of the different AoRs programme for Coalition for Humanity country office. As the Programme Manager, you are responsible for management of resources effectively, and ensure compliance with financial and administrative process including effective coordination both at head office, donors/partners and field support to project managers. You will be required to have skilled in people management, communication, tact and communication both with donors/partners and internally within CH. Your ability to navigate and work in volatile context is desirable. The postholder will lead the design, implementation, and monitoring of comprehensive protection and Gender-Based Violence (GBV), Housing, land and property rights, Child Protection programs to address the needs of vulnerable populations in South Sudan. This position requires

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a skilled and experienced leader to oversee program strategy, develop capacity, and collaborate with multiple stakeholders to ensure high-quality, survivor-centered services. The role also includes advocating for policies that promote protection and GBV prevention while contributing to the organization's broader humanitarian goals.

Key Responsibilities:

Program Leadership and Strategy:

- Develop, implement, and regularly update the protection and GBV, CP & HLP program strategy, ensuring alignment with organizational goals and humanitarian and development principles.
- Oversee the planning and execution of program activities, including case management, psychosocial support, community-based protection initiatives, and GBV prevention campaigns.
- Identify emerging protection risks and design interventions to address them effectively.

Technical Guidance and Quality Assurance:

- Ensure programs adhere to international standards, including the IASC Guidelines, Sphere Standards, and other relevant frameworks.
- Develop and adapt tools, protocols, and training materials to maintain high program quality.
- Provide technical guidance to field teams to ensure survivor-centered approaches in service delivery.

Coordination and Partnership Development:

- Represent the organization in national and international coordination forums, including the Protection Cluster and GBV Sub-Cluster.
- Build and maintain strong partnerships with government entities, UN agencies, NGOs, and community-based organizations.
- Advocate for policies and actions that enhance protection, CP, HLP and GBV prevention and Response efforts in South Sudan.

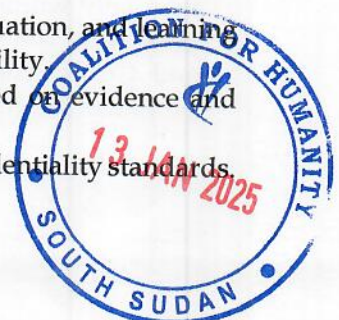
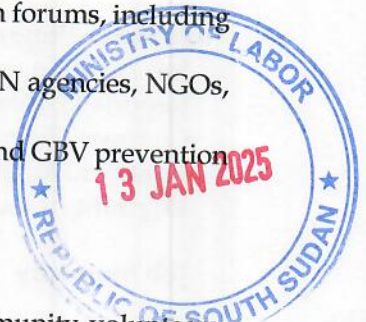
Capacity Building:

- Lead capacity development initiatives for staff, partners, and community volunteers, ensuring they understand protection principles and GBV and CP response protocols.
- Conduct regular training sessions on case management, safeguarding, and data protection.
- Mentor and support field teams to enhance their technical and managerial skills.

Monitoring, Evaluation, and Learning:

- Design and oversee the implementation of robust monitoring, evaluation, and learning (MEAL) systems to measure program impact and ensure accountability.
- Regularly review program performance and adapt strategies based on evidence and lessons learned.
- Ensure all data collection complies with ethical guidelines and confidentiality standards.

Resource Mobilization and Reporting:



- Proven success in donor engagement, proposal and securing funding from reputable institutional and private donors including understanding of UN working and funding models.
- Identify funding opportunities and lead the development of high-quality proposals to secure resources for protection, GBV, CP & HLP programs.
- Prepare timely and comprehensive reports for donors, internal stakeholders, and external partners.
- Ensure efficient use of program resources and strict compliance with donor requirements.

Partnership & networking

- Knowledge and experience in partnership-based approach to programme management.
- Excellent communication and relationship building skills with stakeholders including working closely with local communities' leadership, local government and donors/partners.
- Regular cluster coordination, active participation and reporting.

Risk Management and Safeguarding:

- Implement safeguarding protocols and ensure full compliance with organizational policies on Protection from Sexual Exploitation and Abuse (PSEA).
- Identify program risks and develop mitigation measures to address them.
- Promote a culture of safety, accountability, and respect among staff and beneficiaries.

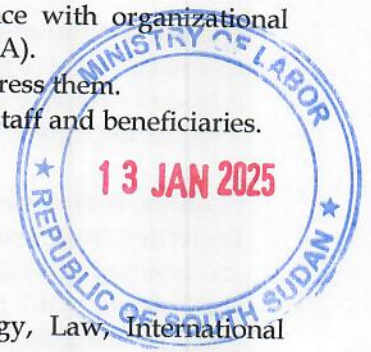
Job Specification

Education and Experience:

- **Master's degree** in Social Work, Gender Studies, Psychology, Law, International Development, Humanitarian Affairs, or a related field.
- Fluency in English is required.
- A minimum of **7 years of progressive experience** managing protection, GBV, CP and HLP programs in humanitarian or development settings.
- Demonstrated experience in program design, implementation, and monitoring in emergency or conflict-affected contexts, preferably in South Sudan or similar environments.
- Proven ability to work with international donors and ensure compliance with donor regulations.
- Experience coordinating with Protection Clusters, GBV Sub-Clusters, CP, HLP and other key stakeholders.

Skills and Competencies:

- In-depth knowledge of international protection frameworks, including IASC Guidelines, Sphere Standards, and PSEA principles.
- Strong leadership and team management skills with the ability to foster collaboration and capacity building.
- Excellent communication, negotiation, and advocacy skills.
- Analytical and problem-solving skills with a results-oriented mindset.
- Proficiency in using data management systems and software, including Microsoft Office Suite.



- Fluency in English (written and spoken) is required; knowledge of Arabic or any of the local languages is an added advantage.
- Training in comprehensive case management and working with GBV information management system (GBV IMS)

Attributes:

- Commitment to humanitarian principles, gender equality, and human rights.
- High cultural sensitivity and ability to work effectively in diverse, multi-ethnic settings.
- Resilience and adaptability to work in challenging environments with limited resources.

Other Requirements:

- Willingness to travel frequently to remote field locations and potentially insecure areas.
- Adherence to the organization's safeguarding and ethical standards.

Disclaimer: The above job description and job specification are intended to describe the general nature and level of work being performed by individuals assigned to this position. They are not intended to be an exhaustive list of all responsibilities, duties, and skills required. Management reserves the right to modify, add, or remove duties and to assign other duties as necessary.

Coalition for Humanity has a zero tolerance for Sexual Exploitation and Abuse of beneficiaries. Protection from Sexual Exploitation and Abuse (PSEA) is everyone's responsibility and all staff are required to adhere to the Code of Conduct that enshrines the principles of PSEA, always (both during work hours and outside work hours). Familiarization with, and adherence to the Code of Conduct is an essential requirement of all staff, in addition to related mandatory training. All staff must ensure that they understand and act by this clause.

Interested Applicants are invited to submit their Application letter and latest CV including three referees, Nationality ID and Academic documents/ testimonials in one PDF file via email to jobs@ch-int.org or hand deliver hardcopies to the Head office in Juba. Clearly indicate the position you are applying for in the email Subject. The Deadline for application is 3rd February 2025. Application shall be reviewed on a rolling basis and only shortlisted applicants will be conducted.

