**UNFPAlogo**

**South Sudan Country Office**

**Opening for Individual Consultancy**

**Job Title**: **National Consultant: Adaptation of UNFPA Social Norms Change and Climate Resilience Training Manual for South Sudan**

**Contract type** **: Individual Consultancy (Equivalent UN grade – NOC*)***

**Closing date**: **05/19/2025,**

**Duty Station**: **Juba, South Sudan**

**Job Purpose:**

The purpose of this consultancy is to lead the adaptation of an existing Social Norms Change Framework, and Climate Resilience Training Manual to the South Sudan context, through literature review, stakeholder consultations, and integration of local knowledge and practices

Likewise, climate-related events across South Sudan exacerbate social norms and practices particularly regarding women and girls’ sexual and reproductive health (SRH). As Africa’s 8th most vulnerable country to climate change, South Sudan is prone to increased heat, water scarcity and prolonged drought, affecting poverty and vulnerability of people in the region. The country ranks 175th out of 192 countries most ready to adapt to climate change with disruption to livelihoods, food security, weakened community resilience and worsening tensions between herders and farmers creates conditions perpetuating harmful social norms including child marriage as families resort to negative coping amid economic instability and resources scarcity. 

The Social Norms Change Training Manual by UNFPA (United Nations Population Fund) is a toolkit designed to help communities shift harmful social norms that affect sexual and reproductive health and rights (SRHR)—especially those related to gender inequality, child marriage, female genital mutilation (FGM), and other harmful practices. The existing Social Norms Empowerment Package designed by UNFPA is a community-led and participatory approach that helps people understand the social norms that influence their behaviour; question and reflect on harmful norms related to child marriage; build collective support for new, positive norms; and empower individuals and groups to take action and lead change.

**How you can make a difference:**

UNFPA is the lead UN agency for delivering a world where every pregnancy is wanted, every childbirth is safe and every young person's potential is fulfilled.  UNFPA’s strategic plan (2022-2025), reaffirms the relevance of the current strategic direction of UNFPA and focuses on three transformative results: to end preventable maternal deaths; end unmet need for family planning; and end gender-based violence and harmful practices. These results capture our strategic commitments on accelerating progress towards realizing the ICPD and SDGs in the Decade of Action leading up to 2030. Our strategic plan calls upon UN Member States, organizations and individuals to “build forward better”, while addressing the negative impacts of the Covid-19 pandemic on women’s and girls’ access to sexual and reproductive health and reproductive rights, recover lost gains and realize our goals.

In a world where fundamental human rights are at risk, we need principled and ethical staff, who embody these international norms and standards, and who will defend them courageously and with full conviction.

UNFPA is seeking candidates that transform, inspire and deliver high impact and sustained results; we need staff who are transparent, exceptional in how they manage the resources entrusted to them and who commit to deliver excellence in programme results

**You would be responsible for:**

•    Desk Review of existing social norms frameworks, South Sudan-specific literature, and best practices.  
•    Stakeholder Mapping and Engagement: Identify and consult with key actors and influencers.  
•    Facilitate Participatory Workshops (virtual or in-person) to validate key social norms, climate-induced drivers and impacts,  and test the applicability of the framework.  
•    Adapt the Framework to reflect South Sudan’s context, incorporating local cultural values, gender dynamics, climate vulnerability and readiness, conflict sensitivity, and peacebuilding needs.  
•    Develop Tools and Guidelines for implementing and monitoring social norms change interventions including integrated climate resilience projects.  
•    Final Report and Presentation of adapted framework, tools, and recommendations.  
**Qualifications and Experience:**

**Education:**  
•    Advanced degree in Social Sciences, Anthropology, Public Health, or related field  
**Knowledge and Experience:**

•    At least 7 years of experience in social norms change, behavior change, or related fields  
•    Proven experience in fragile/conflict-affected settings, preferably in South Sudan or East Africa  
•    Strong facilitation and stakeholder engagement skills  
•    Excellent analytical and writing skills  
•    Familiarity with gender and conflict-sensitive approaches  
**Languages:**

•    Fluency in English

**Required Competencies:**

**Values:**

•    Exemplifying integrity,   
•    Demonstrating commitment to UNFPA and the UN system,   
•    Embracing cultural diversity,   
•    Embracing change

**Core Competencies:**  
•    Achieving results,  
•    Being accountable,  
•    Developing and applying professional expertise/business acumen,  
•    Thinking analytically and strategically,  
•    Working in teams/managing ourselves and our relationships,

**Functional Competencies:**

•    Conceptual innovation in the provision of technical expertise  
•    Job knowledge/technical expertise  
•    Adaptation/application of knowledge in different contexts  
•    Integration in a multidisciplinary environment

**UNFPA Work Environment:**

UNFPA provides a work environment that reflects the values of gender equality, diversity, integrity and healthy work-life balance. We are committed to ensuring gender parity in the organization and therefore encourage women to apply. Individuals from the LGBTQIA+ community, minority ethnic groups, indigenous populations, persons with disabilities, and other underrepresented groups are highly encouraged to apply. UNFPA promotes equal opportunities in terms of appointment, training, compensation and selection for all regardless of personal characteristics and dimensions of diversity. Diversity, Equity and Inclusion is at the heart of UNFPA's workforce - click [here](https://www.unfpa.org/diversity-equity-inclusion) to learn more.

**Disclaimer:**

Selection and appointment may be subject to background and reference checks, medical clearance, visa issuance and other administrative requirements.

UNFPA does not charge any application, processing, training, interviewing, testing or other fee in connection with the application or recruitment process and does not concern itself with information on applicants' bank accounts.

Applicants for positions in the international Professional and higher categories, who hold permanent resident status in a country other than their country of nationality, may be required to renounce such status upon their appointment.

**How to Apply**

On the following the links below:

[View the internal job posting](https://estm.fa.em2.oraclecloud.com/fscmUI/faces/deeplink?objType=IRC_RECRUITING&action=ICE_JOB_DETAILS_RESP&objKey=pRequisitionNo=26260;pCalledFrom=FUSESHELL) and  [View the external job posting](https://estm.fa.em2.oraclecloud.com/hcmUI/CandidateExperience/en/job/26260)