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Approved by Senior Inspector
MOL/ISS/JI



Senior Programme Officer with experience in Protection and Inclusion for DCA South Sudan

(for South Sudanese nationals only)

Do you have substantial experience in the humanitarian sector that you can contribute to the DCA Country Programme to ensure high-quality programming? Are you a visionary, passionate about Protection, Gender Equality, and social inclusion? Do you have expertise in strengthening the capacities of partners? Then you might be our new Senior Programme Officer in DCA South Sudan!

DanChurchAid (DCA) is an International Non-Governmental Organisation with headquarters in Copenhagen, Denmark. The organisation was founded in 1922, and have country offices in 19 countries across Africa, the Middle East, Ukraine, and Asia.

DCA has been operating in South Sudan since 2007, focusing on three Global Goals: Save Lives, Build Resilient Communities, and Fight Extreme Inequalities. Our efforts span Upper Nile, Jonglei, GPAA, Central Equatoria, and Eastern Equatoria States, primarily in collaboration with national partners.

The Role:

The duties include, but are not limited to the following:

Strategy and Vision

- Incorporate Core Principles: Integrate gender, inclusion of vulnerable groups, and protection principles into the country program strategy and annual planning processes.
- Promote Equal Inclusion: Ensure marginalized groups are equitably included in programming across the Humanitarian-Development-Peace (H-D-P) nexus.
- Adapt to Contextual Changes: Regularly update the protection situation analysis to reflect contextual changes and adjust the strategy as needed.

Programme Quality and Compliance

- Expand Gender and Protection Portfolio: Enhance programme quality and project implementation to grow the gender and protection portfolio. Provide technical input for proposal development to ensure responsible incorporation of gender and protection elements.
- Capacity Building: Strengthen the capacity of non-protection staff and partners to mainstream protection and mitigate gender-based violence (GBV) risks across all sectors.
- Develop SOPs and Workflows: Create and support the development of standard operating procedures (SOPs) and workflows for protection programming with partners.
- Indicator Development: Lead the creation of gender-responsive indicators for new proposals and support the MEAL team in integrating these indicators.

The position will be reporting to the HRMA Programme Manager



The position will work closely together with the programme team, the MEAL team, the implementing partners, and advisors at HQ.

Required Competencies

To excel in this role, the ideal candidate should have:

- **Extensive Experience:** At least 5 years in the humanitarian and/or development sector, including a minimum of 3 years focused on inclusion, protection, gender-based violence (GBV), and gender programming.
- **PSEA and Accountability Expertise:** Deep understanding of Protection from Sexual Exploitation and Abuse (PSEA), accountability, and complaints mechanisms, with the ability to train others and develop relevant tools and processes.
- **Relevant Education:** A bachelor's degree in a related field.
- **Project Design and Implementation Skills:** Proven experience in designing and implementing gender and protection projects, including case management in complex environments.
- **Mainstreaming Experience:** Experience in integrating gender and protection considerations into various projects, such as livelihoods or emergency assistance.
- **Language Proficiency:** Excellent written and spoken English skills.
- **Project Management Knowledge:** Strong understanding of Project Cycle Management, humanitarian principles, the "do-no-harm" approach, Human Rights-Based Approach (HRBA), and Protection Mainstreaming.
- **Capacity Building:** Experience in working with and strengthening the capacities of local partners.
- **Teamwork and Communication:** Strong team player with exceptional communication skills.
- **Travel Readiness:** Willingness to travel to remote areas in South Sudan and internationally as required.

What we can offer you:

The successful applicant will be offered a **1-year with the possibility of extension** dependent on both funding and performance.

The position is for South Sudanese nationals. Women and minorities are strongly encouraged to apply.

Expected starting date: 01.08.2024 or at earliest possible date after this.

Working hours: 40 hours per week.

Interested candidate should apply through: <https://dca-1.career.emply.com/ad/senior-programme-officer-for-dca-south-sudan/k0bw85> or hand delivery to DanChurchAid (DCA) Office, Plot No. 573 Block 3-K South First Class Area, TongPing, Juba NA Bari, Opposite Nile Fortune Hotel, Lakes Road, Juba - South Sudan.

Deadline for applications as described above are the 4th of July 2024.

For further information regarding DCA, please visit our website at: <https://www.danchurchaid.org/>

Only applications following the abovementioned procedures will be considered and only shortlisted candidates will be contacted.

All interested candidates irrespective of age, gender, race, religion, sexual orientation, abilities or ethnic affiliation are encouraged to apply for the vacancy. DCA conducts background check



as part of the recruitment process. It is a prerequisite that you can pass this check and maintain this status throughout your employment with us. Everyone applying for a job with DCA must be ready to comply with our Code of Conduct, Staff Policy on Prevention of Sexual Exploitation, Abuse and Harassment and our Child Safeguarding Policy.

