



## Vacancy Announcement

**Job Title:** Senior Gender and Social Behavior Change Advisor  
**Band/Level / Grade:** 6A Practicing Professional  
**Department:** Environmental Health  
**Location:** TBD  
**Overtime Eligible:** N/A

50-H-3  
Approved by  
MOL  
18/2/2021  
N/A



**The International Rescue Committee:** Over 80 years ago, Albert Einstein helped create the International Rescue Committee. Today, we are a leading humanitarian and development organization working in more than 40 countries and 26 U.S. cities to help people whose lives and livelihoods are shattered by conflict and disaster to survive, recover, and gain control of their future.

### Position Summary:

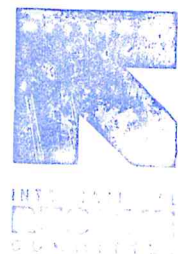
IRC is seeking a **Senior Gender and Social Behavior Change Advisor** with multi sectoral experience for a USAID-funded 5-year project in South Sudan to deliver high quality and gender-sensitive WASH programs. The Senior Gender and Social Behavior Change Advisor will manage overall gender technical program work and provide expertise on social behavior change, women's empowerment, community engagement, protection, and sanitation. S/he will be responsible for ensuring technical excellence and the integration of gender-sensitive solutions across all WASH programming.

This position is contingent on the IRC being awarded funding.

### Job Responsibilities:

- Provide technical leadership on social behavior change, sanitation, and gender sensitive approaches.
- Build Gender Equality (GE) capacity and understanding in project offices to ensure adequate knowledge across staff on basic GE principles, mechanisms, and language.
- Liaise with the project and regional safety and security focal points to work for more gender equal country risk analyses to allow for improved recognition of women-specific security concerns and leadership in security management.
- Support project staff to build and integrate gender sensitive practices into WASH programming throughout the project cycle including conducting gender analysis, designing gender-sensitive projects and using gender-sensitive monitoring practices.
- Support efforts to build capacity of implementation partners to deliver gender equitable programs.
- Lead the development of a comprehensive, gender-informed, social behavior change (SBC) strategy to increase adoption of key sanitation and hygiene practices in South Sudan.
- Engage with state and county institutions to develop and implement an at-scale, demand-led, geographically, and needs-tailored Community Led Total Sanitation
- Engage and liaise with variety of other stakeholder to foster buy-in and uptake of gender sensitive WASH programming including local/traditional leaders, private sector actors, and others.
- Conduct regular visits to project sites, as possible, to provide technical assistance and ensure proper implementation and monitoring of project activities.
- Produce inputs to monthly, quarterly, semi-annual, and annual reports for the Chief of Party and donors, as needed.

### Requirements:



- Advanced degree in social sciences with a concentration in gender or women's studies preferred, Background or extensive understanding of humanitarian assistance.
- At least 7 years of experience in the humanitarian or development sector with proven track record of integrating gender equality outcomes in operations and humanitarian programs, with at least four years of experience with work specifically in crisis or conflict-affected contexts is required, preferably in South Sudan or East Africa.
- Demonstrated expertise in conducting and supporting gender analysis and program design.
- Ability to create and implement country-level strategies according to organizational priorities, taking into account a variety of nuanced local contexts.
- Experience in developing and administering gender trainings, ability to communicate technical expertise and standards, and implement best practice approaches.
- Excellent interpersonal skills and communication skills with a demonstrated ability to develop positive relationships with local and remote team members at multiple levels.
- Ability to work independently and with multi-cultural and multi-disciplinary teams.
- Able to transfer technical knowledge to transform attitudes to improve gender equality.
- Experience in strategy development and working across sectors or disciplines is highly desired.
- Strong negotiation skills and the ability to develop relations with local counterparts, donors, and other stakeholders.
- Strong communication skills, both oral and written.
- Fluency in English is required. Familiarity with local South Sudanese languages or Arabic a plus.

**\*\*\*LOCAL CANDIDATES WITH SOUTH SUDANESE CITIZENSHIP VERY STRONGLY ENCOURAGED TO APPLY\*\*\***

The IRC and IRC workers must adhere to the values and principles outlined in IRC Way - Standards for Professional Conduct. These are Integrity, Service, and Accountability. In accordance with these values, the IRC operates and enforces policies on Beneficiary Protection from Exploitation and Abuse, Child Safeguarding, Anti Workplace Harassment, Fiscal Integrity, and Anti-Retaliation.

#### **Gender Equality:**

IRC is committed to narrowing the gender gap in leadership positions. We offer benefits that provide an enabling environment for women to participate in our workforce including parental leave, gender-sensitive security protocols and other supportive benefits and allowances.

IRC is an Equal Opportunity Employer. IRC considers all applicants on the basis of merit without regard to race, sex, color, national origin, religion, sexual orientation, age, marital status, veteran status, disability or any other characteristic protected by applicable law.

#### **How to apply:**

Interested applicants should submit a CV with 3 references and a copy of their national ID to the Juba IRC Head Office-Located in Goshen House 2<sup>nd</sup> floor or you can e-mail applications to [SS-HR@rescue.org](mailto:SS-HR@rescue.org) not later than 10<sup>th</sup> March 2021.

**NOTE:** Only short listed candidates will be contacted and attach photocopies only while original will be asked at the interview panel and all the photocopies will remain the property of IRC.

**CLEARLY LABEL YOUR APPLICATION SENIOR GENDER AND SOCIAL BEHAVIOR CHANGE ADVISOR.**

**FEMALE APPLICANTS ARE HIGHLY ENCOURAGED TO APPLY**

