



## JOB OPENING

War Child Holland has been working with Children and communities in Southern/South Sudan for 24 years since 1998, and established a South Sudan Country Office upon independence in 2011. War Child's Child protection, psychosocial support and education activities in South Sudan focus on supporting the resilience of children and those responsible for their care during and after conflict and reinforcing community-based child protection mechanisms aimed at preventing rights violations, with the active and meaningful participation of children. In recent years, War Child has implemented various child protection and education projects which included (a) establishing child friendly and safe learning spaces (b) Supporting youth and families in improving their livelihood and income-generating potential through capacity building activities; (c) increasing access to education, particularly the participation of girls by addressing barriers to education and promoting behavioral change amongst families and communities; and (d) supporting teacher training and development through a tablet-based learning methodology. As of June 2017, War Child's geographical scope includes Greater Upper Nile, Central Equatoria, Eastern Equatoria and Jonglei States.

War Child Holland's programme in South Sudan is anchored on a rights-based and community development approach, War Child Holland utilizes participatory methodologies with the overarching goal of empowering communities and individuals as 'change agents' capitalizing on their own inherent capacity and strength.

<b>Job opening</b>	<b>Gender and Disability Inclusion Advisor</b>
<b>Position open for:</b>	South Sudanese Nationals only
<b>Advertisement date:</b>	17 <sup>th</sup> May 2022
<b>Duty Station:</b>	Juba with frequent visits to the fields
<b>Reporting Line</b>	Programme Development and Quality Manager
<b>Functional Level</b>	F
<b># needed</b>	1
<b>Position Status</b>	Non relocatable
<b>Duration of contract</b>	12 months with possibility of extension
<b>Start Date</b>	June 2022
<b>Closing date:</b>	13 <sup>th</sup> June 2022

### General Purpose

War Child is committed to the Core Humanitarian Standard on Quality and Accountability. The Gender and Disability Inclusion Advisor (GDIA) is a new and senior level position within the WCH South Sudan programme whose purpose is to further support our adherence to the Standard with a primary focus on assuring gender and disability inclusion. The post holder will provide technical leadership in mainstreaming gender and disability inclusion within the Accountability to the Affected Population's (AAP) systems of War Child Holland and its partner organizations. The role involves coordination of capacity assessment exercises, development/adaptation of gender and disability inclusion guidance materials, tools, training and coaching of War Child and partner staffs, developing gender and disability sensitive tools and materials as well as monitoring and reporting on accountability and the related community engagement processes. In collaboration with WCH and partner staffs, the incumbent also documents lessons and best practices in assuring gender and disability sensitive accountability and community engagement systems and mechanisms.





### Position in the Organization

Gender and Inclusion Advisor reports to Program Development and Quality Manager and coordinates the activity with Program Implementation Manager, MEAL Coordinator and partner organization's AAP focal persons. The GDIA closely works with field based Accountability and Community Engagement Officers in WCH and partners' project locations.

Essential functional relations: MEAL Coordinator, Program Implementation Manager (PIM), all field location staff, Logistics and Safety, HR at Finance at country level as well as Gender, Accountability and MEAL leads based at the HQ.

### Specific Job Description

- Provide technical guidance and support on mainstreaming of gender and disability inclusion in War Child and partner organization programs
- Lead Gender and disability strategy development, programming and standard setting nationally
- Oversee gender and disability inclusion considerations in planning, implementation and monitoring of the WCH feedback and complaints response activities in the target SSJR locations.
- Review organizational capacity and adherence on gender and disability inclusion, propose and lead processes to effect change
- Develop capacity strengthening plan on gender and disability inclusion in programs and AAP mechanism
- Develop/adapt gender and disability inclusion training materials and tools
- Conduct training and coaching on gender and disability inclusion for War Child and partner organizations staffs including Accountability Officers at field level
- Coaching and mentoring of War Child and partner staffs on gender and disability inclusion
- Provide training to accountability committees at community level to ensure gender and disability considerations in their day-to-day activities
- Monitor, document and share progress reports on accountability and feedback mechanism activities at field level
- Provide support on completion of the feedback loop with engagement of the communities in a bid to find solutions that assure meaningful gender and disability inclusiveness
- Consolidate and document lessons learned and best practices on gender and disability inclusion and share with relevant stakeholders including Dutch Relief Alliance members , clusters and other stakeholders
- Any other assigned duties

### Requirements

#### 1) Academic Qualifications.

- Minimum of Bachelor's degree from a recognized university in Gender and disability inclusion studies or related fields such as Special Needs, MEAL and Psychology.

#### 2) Work Experience

- At least 4-5 years of experience in gender and disability analysis and programming with at least 3 years hands-on field experience in a (post) conflict setting within the (I)NGO or UN environment.



- Substantial experience in design, monitoring and evaluation of gender and/or disability interventions, initiatives and/ or programmes
- Knowledge and experience in all aspects of Project Cycle Management
- Experience in developing methods, tools, programs / interventions/ learning paths
- Experience working with community based and participatory implementation strategies in the field of (child) protection, and/or GBV is an advantage.

### 3) Competencies

- Good communication, facilitation and presentation skills is required
- Knowledge and understanding of children's, disability and gender rights
- Eye for detail, high level of accuracy
- High level of Microsoft Excel skills
- Ability to meet deadlines and work under stress with minimum supervision
- Knowledge of safety rules
- Flexibility, reliability and trustworthiness
- Oral and written Arabic and English proficiency. Ability to speak local language/s of the project location is an advantage.
- Ability to effectively present information and respond appropriately to questions
- Affinity with WCH principles

### **Qualified Persons with Disability are Highly Encouraged to Apply.**

*The safety of children is essential to War Child. War Child does not tolerate or accept any form of abuse. This subject is addressed in our recruitment and selection procedures. Moreover, the accepted candidates will be required to state their commitment/intent to be aware, consider and adhere to the minimum standards applicable in development and humanitarian settings, such as humanitarian values and principles, Sphere Humanitarian Charter, Standards in the Humanitarian Standards Partnership, Core Humanitarian Standard, International Humanitarian Law, Code of Conduct for the International Red Cross and Red Crescent Movement and Non-Governmental Organizations (NGOs) in Disaster Relief and IASC Six Core Principles Relating to Sexual Exploitation and Abuse.*

**Commitment to the vision and goals of War Child Holland in South Sudan including adherence to the Child Safeguarding and integrity Policy, is essential.**

### **How to apply:**

Application letters along with an updated CV with details of three most recent referees, and National ID addressed to the Human Resources Department and be delivered to **War Child Holland Country Office located inside NPA building** or submit through **email** to [info.ssdco@warchild.nl](mailto:info.ssdco@warchild.nl) The position **'Gender and Inclusion Advisor - Juba'** must be clearly indicated in your subject line of email or on the envelope.

Please note that any application letter received is not returnable and War Child Holland is not obliged to give feedback / notices to none shortlisted applicants.

War Child Holland-South Sudan values your applications. However, only shortlisted candidates will be contacted.

