



Christian Mission for Development

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Vacancy Announcement

Gender & Inclusion Officer,
Duk County, Jonglei State, South Sudan



Date: 24th October 2023

Background

The Christian Mission for Development (CMD) is an implementing partner of the “South Sudan Multi-Year Resilience Programme (SS MYRP)” for Phase 2 in Duk County, Jonglei State. This Project is supported with generous seed funding by Education Cannot Wait (ECW) and managed in South Sudan by the SS MYRP Consortium made up of Save the Children International (SCI), Norwegian Refugee Council (NRC) and Finn Church Aid (FCA). SCI is the lead agency, and the Consortium oversees implementation of the MYRP Project by INGOs and NNGOs across South Sudan. The Project seeks to support out-of-school children (OOSC) to go back to school again and stay on to complete their education.

Education Cannot Wait (ECW) is the first global multi-lateral fund dedicated to education in emergencies in protracted crises regions / Countries. It was launched by international humanitarian and development aid actors, along with public and private donors, to address the urgent education needs of 75 million children and youth in conflict and crisis settings. ECW’s investments are designed to usher in a more collaborative approach among actors, ensuring relief and development stakeholders join forces to achieve quality education outcomes. Additional information is available at www.EducationCannotWait.org

The overall objective of the MYRP Phase 2 is to reach out at least 135,000 crisis-affected children and youth - including refugees, returnees, and host-community children - with holistic education supports that improve access to school, ensure quality learning, enhance inclusivity for girls and children with disabilities, and build resilience to future shocks.





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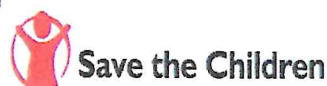
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Job Description	
Job Title: Gender & Inclusion Officer (GIO)	Expected Start Date: 20 th November 2023
Reporting to: Project Coordinator and works closely with Education Field Officers & Education Manager.	
Basic Position Description: The Gender & Inclusion Officer will play a key role toward the achievement of CMD's MYRP Phase 2 programme objectives by ensuring the effective integration of gender and social inclusion measures and considerations throughout programme design, planning, implementation and internal monitoring and learning. This will inform the intervention to make sure that it is reaching the most vulnerable, hard-to-reach, marginalized girls and children with disabilities (CWDs); understand their challenges; and address the various barriers to education.	
Country: South Sudan	Base: Field location, Duk County, Jonglei State. Relocatable to Juba for purposes of coordination and representation ONLY.



Main Roles & Responsibilities

- ❑ Work within the MYRP guidance and framework for Gender and Inclusion to support planning and implementation of activities to ensure they are inclusive, particularly of girls and children with disabilities.
- ❑ Support the monitoring of project activities to ensure they are inclusive and support reflection and adaptation to improve inclusion as required.
- ❑ Contribute to work plans, reports and other key project documents to ensure that gender and inclusion are adequately represented.
- ❑ In cooperation with the project management, analyze the key project stakeholders, including partners, NGOs/CSOs and government counterparts; assess their capacity and identify capacity building needs in relation to gender roles and vulnerable groups roles and needs.
- ❑ Support the development of training and capacity building as required to ensure all programme staff and local partners understand and uphold the 'rights-based' approach to gender and disability.
- ❑ Lead and train Community Mobilisers, Caregivers' Groups, Help Desk and Girl-Friendly Spaces Facilitators on gender equality and inclusion topics.
- ❑ Support the delivery of training and capacity building as required to ensure Project Team members (Education Manager, Project Coordinator, Education Field Officers,





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and MEAL Coordinator) have a comprehensive understanding of the considerations and measures for gender and social inclusion integration in their work.

- Provide advice, and technical guidance to the Education Manager and project staff to support the implementation of gender-responsive and inclusive programming.
- Ensure that project infrastructure and facilities meet minimum accessibility standards in line with donor requirements.
- Work with MEAL Team to ensure the effective disaggregation of data on disability using the Washington Group Questions and utilize this information to ensure project activities adequately address barriers to inclusion in education.
- Uphold CMD's child protection and safeguarding standards, support training of partners on safeguarding, and facilitate the effective operation of reporting and whistleblowing processes.
- Maintain relationships with project stakeholders and partners to ensure smooth project delivery.
- Lead and coordinate the implementation of MYRP policy framework in cooperation with the MYRP Consortium Technical Partners for and Working Groups on Gender & Inclusion.
- Compile and share a collection of best practices and lessons learned in gender responsive and inclusive education in Duk County, Jonglei State.
- Build connections with organizations serving women and people with disabilities in order to strengthen the project and contribute to the sustainability of project results.
- Any other relevant tasks as required by the Project Coordinator or Education Manager.

Person Specification

- University degree or diploma in social sciences with specialization in gender and inclusion issues a strong asset.
- Minimum of 3 years of technical and/or field level experience with gender equality and inclusion programming.



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- Understanding of gender responsive and human rights-based approaches to programming, particularly women's economic empowerment and inclusive education.
- Experience in delivering training, including preparation of training materials in the fields of gender responsiveness and inclusion.
- Familiarity with organizations serving women and people with disabilities, and experience building connections with organizations at different levels such as, CBOs, CSOs, and others.
- Experience working to change organizational culture, introduce new perceptions, and challenge stereotypes and cultural norms relating to gender and disability.
- High level of conceptual, strategic thinking, solid research and analytical capabilities.
- Effective diplomacy, critical, analytical, facilitative and communicative, representational and reporting skills.
- Proven ability to take initiative, learn quickly, and be accountable for results.
- Knowledge of local and regional groups serving women and people with disability is beneficial.

Desired Attributes

1. Willingness to be based in Jonglei State for months at a time, with frequent travel to field sites within the Duk County or sub-region.
2. Ability to work collaboratively and inspire learning based on experience to interact effectively with colleagues, and ability to support programmatic objectives with timely and meaningful information.
3. Capable of multi-tasking, meeting deadlines and process information in support of changing requirements.
4. An impeccable professional standard of ethics as well as the willingness and ability to enforce compliance.



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HOW TO APPLY

1. Interested Candidates are requested to submit their Applications, Updated CVs and a scanned copy of their nationality ID/passport to: HR Department, CMD South Sudan OR email them to jobs@cmd.org, education@cmd.org and info@cmd.org NOT later than Friday 10th November 2023.
2. Applications in hard copies must be bound in one document and sent to the following address: Christian Mission for Development (CMD). Juba, South Sudan. Tongping Area, Juba Na-Bari, Plot No. 188 Block No. III, 3rd Class Residential Area, Near Catholic University of South Sudan, Juba-South Sudan.
3. The position is open only to FEMALE South Sudanese nationals and preferably for nationals from Jonglei State.
4. Only shortlisted candidates will be contacted, and applications submitted will not be returned.

