

**External Advert**

**Oxfam is a global movement of people working together to end the injustice of poverty.**

**That means we tackle the inequality that keeps people poor. Together we save, protect and rebuild lives. When disaster strikes, we help people build better lives for themselves, and for others. We take on issues like saving lives, governance and peace building, education, land rights and discrimination against women. And we won’t stop until every person on the planet can enjoy life free from poverty.**

**We are an international confederation of 19 organizations (affiliates) working together** **with partners and local communities in the areas of humanitarian, development and campaigning, in more than 90 countries.**

**All our work is led by three core values: Empowerment, Accountability, Inclusiveness. To read more about our values please click**[**here**](https://www.oxfam.org/en/explore/how-oxfam-fights-poverty)

**The Role**

Oxfam has been working in South Sudan since 1983. Our Programmatic Strategy concentrates on Saving Lives, Resilient Livelihoods, Advancing Gender Justice and Good Governance and Active Citizenship through a full spectrum platform that includes humanitarian response, recovery and resilience, long term development and policy and advocacy. Oxfam currently operates via six area offices in nine former states (Upper Nile, Jonglei, Lakes, Eastern Equatoria, Central Equatoria, Western Equatoria and Western Bahr-el-Ghazal, and Northern Bahr el Gazal). It also works in partnership with several national organisations and community groups.

**Position: Policy Adviser**

**Location: Juba**

**Contract Type: Fixed Term**

**Number of post: 1**

**Duration of Contract: 1 year**

**Key Responsibilities:**

• Advocacy: Proactive participation in developing Oxfam advocacy positions through clear action plans and engagement strategies based on regular context and power analysis, and identifying advocacy opportunities; Advise on risks associated with any advocacy activities.

• Policy advice & development: In line with South Sudan’s influencing strategy and country strategy, lead on developing Oxfam policies and positions in relation to South Sudan; draft policy documents for lobbyists, advocacy and media officers; support and lead on research development and production as relevant, and support the Country Director and others as relevant with policy advice;

• Campaigning: Proactive participation in campaign decision-making fora, working closely with the South Sudan Advocacy & Campaigns Manager and other policy and media colleagues to ensure consistent and informed messages and strategies at local, national, regional and global levels in relation to the South Sudan Crisis

• Strategic steer & coordination: coordinate with the wider Oxfam coordination structure on Rights in Crisis and Global Displacement campaigns feeding in South Sudan information to global advocacy as needed; Support the Country Director and others in building consensus among Oxfam affiliates on policies, and coordinating internal sign-off process on all South Sudan policy issues;

• Lobbying & networking: Working with the country director and Advocacy & Campaigns manager, lobby and maintain contact with diplomatic representatives and other relevant bodies based in the South Sudan. Share information from such meetings with Oxfam lobbyists. Maintain close relations and coordinate advocacy with other national, international NGOs UN agencies in South Sudan;

• National Influencing: work with Campaigns Manager and other programme managers to: develop policy analysis for policy and practice changes within programme, develop effective advocacy strategies for programme, ensure policy staff are supported and guided to deliver on programme policy components whilst ensuring it fits within Oxfam’s national influencing policy, and ensure adequate input into national influencing components of project proposal design, budgets and reporting to donors.

• Leading on individual projects, including pieces of research and subsequent campaigns

• Contingency planning & emergency response: Working with the Humanitarian Programme team, Campaigns, Media and Advocacy office, and other relevant staff, contribute to Oxfam’s contingency planning from policy and advocacy perspective.

• Cooperation with Oxfam partners: To degree possible, advise, liaise with and/or facilitate advice to a diverse network of Oxfam partner organisations in their advocacy efforts and contribute to strengthening the link between Oxfam advocacy and the programs of partners;

• One program: Contribute and periodically review influencing issues coming from the Oxfam projects making up the country program;

* Supporting Oxfam’s Local Humanitarian Research fellow with practical advice on appropriate research methods, strategy, and reviewing research products where relevant
* Advising and briefing Oxfam spokespeople ahead of external meetings

**SKILLS AND COMPETENCES:**

Natural ‘connector’

• Team player and team builder in a multi-cultural setting; ability to stimulate

and coordinate teamwork. Strong facilitation and coaching skills;

• Proven ability to work efficiently in a fast-paced environment; to troubleshoot

• Flexibility and willingness to work simultaneously on a wide range of tasks and projects and ability to prioritize tasks;

• Poised, works well under pressure and attentive to detail;

• Excellent listening and communication skills

• Pleasant, diplomatic manner and disposition in interacting with senior management, and co-workers;

• Knowledge of and working experience in South Sudan and the region is an asset.

• Strong written and spoken English (Essential)

• Strong conceptual and analytical skills, ability to think innovatively and strategically

• Experience of working in a humanitarian and protracted response context

• Experience developing and managing delivery of strategies

• Education in social sciences to degree level, or equivalent essential. Postgraduate and other training qualifications an advantage.

• Excellent oral and written communications skills. Ability to write substantial pieces of analysis.

• Flexibility, stamina and ability to work under pressure to meet tight deadlines, to work unsociable hours as necessary.

• Personal qualities that ensure effective work with other people and self management, management of others, including flexibility, respect for others, and sense of humour.

• Ability to model Oxfam's values (empowerment, accountability and inclusiveness) with staff, partners, allies and other stakeholders

• Willingness and ability to travel frequently across the response.

**Deadline for submission of applications is 24 February 2020. Interested Applicants should send soft copies of their CVs and Cover letters to** [Hrsouthsudan@oxfam.org.uk](mailto:Hrsouthsudan@oxfam.org.uk)**.**

**NB: Female candidates are strongly encouraged to apply.**

**Oxfam is committed to preventing any type of unwanted behaviour at work including sexual harassment, exploitation and abuse, lack of integrity and financial misconduct; and committed to promoting the welfare of children, young people, adults and beneficiaries with whom Oxfam GB engages. Oxfam expects all staff and volunteers to share this commitment through our code of conduct. We place a high priority on ensuring that only those who share and demonstrate our** [**values**](https://www.oxfam.org.uk/what-we-do/about-us/how-we-work/our-goals-and-values) **are recruited to work for us.**

***Oxfam is committed to safeguarding and promoting the welfare of children, young people and adults and expects all staff and volunteers to share this commitment. Oxfam expects all staff and volunteers to share this commitment through our code of conduct. We will do everything possible to ensure that only those that are suitable to work within our values are recruited to work for us. This post is subject to a range of screening checks.***

***Note:*** All offers of employment will be subject to satisfactory references and may be subject to appropriate screening checks, which can include criminal records and terrorism finance checks.