

VACCANCY ANNOUCEMENT FOR THE POSITION OF PROTECTION & GBV MANAGER

Organization Background

Coalition for Humanity (CH) is a humanitarian and development NGO registered in South Sudan with experience in implementing humanitarian and resilience projects. The organization focuses on Food Security and Livelihoods (FSL), Water, Sanitation and Hygiene (WASH), Gender Based Violence (GBV), General Protection (GP), Health and Nutrition. Coalition for Humanity has experience in integrating projects and forming a nexus across sectors in order to leverage on resources. We consider Protection/GBV, Housing, Land and Property rights (HLP) governance, peace building and conflict transformation as cross cutting issues. We have successfully integrated these in WASH, FSL, Non-food items, Health and Nutrition. Coalition for Humanity has its headquarters in Juba but with presence in the Upper Nile counties of Malakal, Renk, Longechuk, Maiwut. CH operates in Jonglei State with presence in Ayod, and Fangak counties and Unity State with field offices in Leer, Panyijiar, Mayendit, Koch, Rubkona and Mayom counties. It also has an operational presence in the Ruweng Administrative Area with field offices in Pariang and in Greater Pibor Administrative area with field office in Pochalla County.

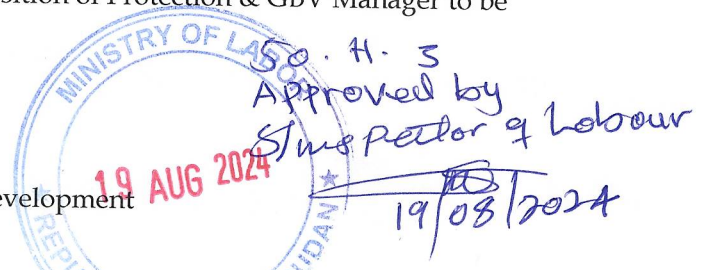
Coalition for Humanity seeks to recruit for the position of Protection & GBV Manager to be based in Juba with frequent Field Visits.

Position description

Job title Protection & GBV Manager

Job Location: Juba with Field Visits

Reports to: Director of Programs and Business Development



Job Summary

The Protection & GBV Manager shall work under the direct guidance and supervision of the Director of Programs and Business Development. The Protection Manager is responsible for planning, leading & coordinating quality timely and effective protection response to the needs of the vulnerable affected populations this include ensuring protection mainstreaming methodologies and safeguarding by ensuring that all persons of concern are involved in decisions that affect them through technical support to project planning and implementation, monitoring and reporting of activities. The Protection & GBV Manager will directly manage assigned protection & GBV officers, Assistants and other support staffs

Key Responsibilities

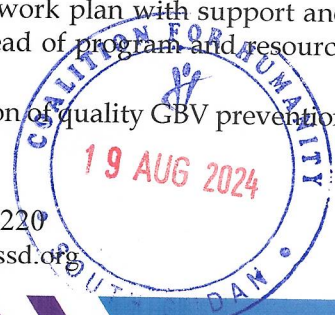
Project planning and implementation

- Lead the development of project overall implementation work plan with support and consultation with the program coordination, M&E and head of program and resource mobilization.
- Protection & GBV Manager is to oversee the implementation of quality GBV prevention and response activities, building capacity

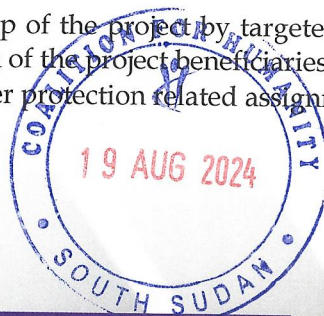
Contact us:

Tell: +211 (9) 16666225/ +211 (9) 24822220

Email: info@ch-ssd.org/ Website: www.ch-ssd.org



- Contribute to ongoing assessments and analyses to better understand protection risks, to map points of service for survivors of GBV and vulnerable individuals, and to identify support structures
- Analyses trends of GBV and develop/adjust program strategies to meet needs
- Strengthen case management and referral systems
- Work with teams and communities to develop appropriate prevention and awareness-raising/behavior change strategies.
- Train GBV staff to become leaders of GBV prevention and response. Depending on skill sets and required roles, trainings may include: gender, guiding principles of addressing GBV, GBV case management, referral pathway development, compassionate care, facilitation skills,
- Coordinate with local and international NGOs, UN agencies and other stakeholders to ensure holistic support for survivors, including participation in strengthening GBV SOPs and referral pathways.
- Actively participate in protection/GBV working groups and contribute to interagency initiatives, also promoting CH as a leader agency in GBV
- Oversee and manage the implementation of general protection ensuring technical quality and standards are considered and respected during the project implementation including but not limited protection monitoring, awareness raising and sensitization, home to home visits, community-based protection approaches, capacity building.
- Support the project manager in developing new or adapted activities, awareness raising materials, training curriculums, FGDs, safety audit questionnaire and M&E tools in collaboration with the M& E Manager, Programme coordinator and other program teams.
- Take the lead in preparing the reports of conducted protection assessments, safety audits home visits and analyze the trend of needs for identified persons with special needs.
- Technical support the conduct of protection field monitoring and supportive supervision to provide feedback and guidance to protection officer and assistants to improve the services provision to targeted beneficiaries in the project location
- Take the lead to orient and capacity enhancement of protection officers and assistants through hands- on approach in project location to effectively implement general protection planned activities
- Ensure project implementation in accordance with relevant coalition for humanity technical guidelines and standards as well as donor policies and guidelines.
- Ensure the proper project budget utilization and physical targets achieved.
- Proactively anticipate and mitigate risks and trouble-shoot any unforeseen challenges during the project implementation.
- Prepare, manage and report on context specific budget forecasts during project activity implementation in liaison with the finance department.
- Ensure project records and documents (finance, logistics, administration/human resource, beneficiary lists, donation certificate, attendance sheets and compiled in accordance to coalition for humanity procedures.
- Ensure project staff are aware of and respect coalition for humanity code of contact and procedures.
- Support; facilitate liaison and communication activities through active consultation and involvement of beneficiaries, local authorities and stakeholders in all stages of the project implementation.
- Ensure ownership of the project by targeted beneficiaries through active involvement and participation of the project beneficiaries during the project implementation.
- Perform any other protection related assignment as assigned by the Line supervisor.



External relations and representation

- Participate actively in general protection, GBV, Child Protection, HLP AORS coordination meetings with other partners contributing to sharing of lessons learnt, challenges and experiences with aim to avoid duplication of resources and efforts.
- Identify opportunities for collaboration; coordinate with partners for complementarity of efforts and resources rather than replication.
- Facilitate and coordinate field visits organized by the project donors and other partners in the project location in collaboration with state Protection cluster focal points.

Project quality control

- Ensure lessons learnt are documented and reflected in project planning and decision making during the project implementation.
- Ensure the efficient utilization of project resource in line with agreed policies and guidelines both internally for coalition for humanity and donors (SSHF).
- Ensure proper tracking and documentation of project indicator data and targets achieved by the project during implementation.

Project Reporting

- Provide regular and timely update of project implementation progress to supervisor and state cluster focal persons in accordance to the set reporting timelines.
- Ensure preparation and submission of weekly general protection updates from project implementation to the program coordinator.
- Contribute to preparation of internal project activity narrative of implementation status as required by the project donors (SSHF)

Person specification

a) Education and Experience.

- Minimum of a Degree in Gender and Development studies, Public Administration, sociology, political science or any related social sciences. A master degree in relevant field is required.
- A minimum of 3 years' experience in development and programme design in related field.
- Certification preferably in social work, Counseling, Psychology or any other related field is desirable
- Three years' experience in GBV project implementation, Proven knowledge and experience in developing and implementing community mobilization projects
- Experience in PSS, PFA , and GBV survivor support
- Experience in GBV case management
- Experience and familiarity with standards and guidelines for GBV programming and coordination as well as guidance on protection from SEA
- Familiarity with international humanitarian operations, coordination structures, and the mandates of donors, UN agencies, and other NGOs.

c). Core competencies

- Advanced communication skills, including active listening skills and excellent written communication.
- Excellent knowledge of general protection, GBV and PSS basic principles
- Excellent knowledge of GBV case management principles
- Excellent knowledge of the negative impacts of early marriage on the individual, family and community level
- Excellent knowledge of the negative impacts of child labor on child development
- Good communication and psychosocial first aid skills



- Exceptional professionalism and interpersonal skills and an ability to work collegially with team members and stakeholders.
- Ability to represent the organization and its objectives in highly professional and responsible manner.
- Ability to allocate and review priorities to meet deadlines.
- Proven ability to draft, edit and produce written proposals and results focused reports
- Proven knowledge and experience in developing and implementing community mobilization projects

d). Behavioral Competencies

- Flexibility in approach and an ability to adapt to varying demands and work hours
- Ability to identify problems and resolutions.
- Ability to work unsupervised
- Proficient skills and experience in working on MS Office
- Ability to exercise sound judgment, to remain flexible to a changing environment, and to make decisions independently
- Ability to work well with a cross-cultural team
- Familiarity with international humanitarian operations, coordination structures, and the mandates of donors, UN agencies, and other NGOs

Coalition for Humanity has zero tolerance for Sexual Exploitation and Abuse of beneficiaries. Protection from Sexual Exploitation and Abuse (PSEA) is everyone's responsibility and all staff are required to adhere to the Code of Conduct that enshrines the principles of PSEA, always (both during work hours and outside work hours). Familiarization with, and adherence to, the Code of Conduct is an essential requirement of all staff, in addition to related mandatory training. All staff must ensure that they understand and act by this clause.

Note: The job duties and responsibilities as set out above are not exhaustive and the post holder may be required to carry out additional duties within reasonableness of their level of skills and experience. **This role is opened to qualified South Sudanese nationals as well as expatriates with necessary practical and expertise required for the role.**

Interested Applicants are invited to submit their application Letter and CV/Resume via Email to jobs@ch-int.org or hand deliver to our office in Juba on or before 6th September 2024.

