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Approved
MOK
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INTERNAL/EXTERNAL VACANCY ANNOUNCEMENT
Vacancy No. JBA-2021/2/17/001

Who we are?

The Danish Refugee Council (DRC) is a private, independent, humanitarian organization founded in 1956. DRC currently works on all aspects of refugee cause in more than twenty five countries throughout the world. The aim of DRC is to protect refugees and internally displaced persons (IDPs) against persecution and to promote durable solutions to the problems of forced migration, based on humanitarian principles and human rights. DRC works in accordance with the UN Conventions on Refugees and the Code of Conduct for the ICRC and NGOs in Disaster Relief.

The protection and assistance to conflict affected population is provided within a long-term, regional and rights-based approach to constitute a coherent and effective response to the challenges posed by today's conflicts. Assistance consists of relief and other humanitarian aid, rehabilitation, support to return and repatriation as well as promotion of long-term solutions to displacement and its causes. In addition, support and capacity building of local and national authorities and NGOs form an integral part of DRC's work.

Country and Project Background:

The Danish Refugee Council/Danish Demining Group (DRC-DDG) has been working in Sudan since 2004 and was subsequently present in South Sudan when it gained independence in 2011. DRC-DDG South Sudan programme's current focus is on supporting forcibly displaced and conflict-affected people, including refugees, internally displaced persons (IDPs) and returnees, to access their rights in a safe and secure environment. Currently DRC-DDG is operational Unity states and Upper Nile region. Presently the South Sudan Programme works in 6 field locations, working in the sectors of Camp Coordination and Camp Management, Protection, Shelter/NFI, and Food Security and Livelihoods.

DRC-DDG Seeks to Recruit: -

Position Title:	Gender Based Violence Officer (GBV)
Reports to:	Protection Manager
Duty Station:	Juba-Roving
Contract Type	Standard contract of 6 months with possibility of extension depending on funding
Eligibility:	South Sudanese Nationals
Employment Start Date:	1 st April 2021
Salary	According to DRC DDG Salary scale
Advertisement Closing Deadline	8 th March 2021, 5:00 PM.



Purpose of the post

The GBV Officer will undertake rapid protection GBV assessments in the areas with communities who have been displaced due to new shocks or protection risks. His/her role will be to identify the protection and GBV concerns and risks of the crisis affected populations by obtaining information through focus group discussions and key informant interviews with those affected, and particularly with women and girls, direct observation, and providing psychosocial first aid (PFA). The GBV Officer will also contribute to the analysis

of data collected and reporting of GBV risks identified to the team and other relevant actors to address the identified GBV concerns. The GBV Officer will support the strengthening of community-based organizations and humanitarian actors in GBV prevention and response. The GBV Officer will strengthen referral pathways for GBV survivors through service mapping of GBV response actors and contributing to the establishment of a referral pathway, and the provision of PFA and referrals to the relevant actors in the site. The GBV Officer will throughout his/her work ensure confidentiality and strictly adhere to the Code of Conduct.

Responsibilities and Tasks

- Take lead in conducting GBV assessments such as focus group discussions, key informant interviews, safety audits and community mapping to identify the GBV risks faced by girls, boys, women and men as well as capacities and resources available for support within the community.
- Develop GBV prevention strategies such as community dialogues, door to door awareness raising activities, campaign aimed at addressing the GBV concerns as faced by women and girls.
- Mobilize the community and facilitate awareness raising activities, in collaboration with the protection mobile team members, as well as partner organizations, to disseminate information about GBV prevention and GBV response services available in their area.
- Record persons, with specific needs, and refer them to the appropriate service providers, following referral principles and guidelines.
- Identify IPA support to be provided to vulnerable persons, including GBV survivors, facing a specific protection threat, and refer the cases to the protection manager.
- Distribute dignity kits to women and girls.
- Ensure clients referred are documented in the referral recording book daily and follow up with the clients to ensure a meaningful access to services.
- Assist the Protection Manager with designing training modules and tools on topics related to GBV prevention and response for Community Protection Committees and other community structures.
- Conduct trainings for on GBV prevention and response, and prevention of sexual exploitation and abuse for partners and communities.
- Prepare all necessary documentation for each activity (including weekly vehicle movement plans, order requests, payment requests, etc.) and for the reconciliation of the money spent during each activity
- Help prepare Terms of reference and safety plans for mission planning
- Gather information for targeted locations through contact with on ground actors and regularly update trigger tables for new locations
- Compile reports of activities undertaken, when requested
- Work with the Protection Manager and fellow protection officers to create weekly work plans to schedule the team's program activities, particularly focusing on the GBV prevention related activities (information dissemination, distribution of dignity kits etc.)
- Liaise and build partnerships with community leaders, chiefs, and other relevant actors to encourage participation in, support for, and a better understanding of the program activities
- Assist in the collection and analysis of data relevant to the population and their protection concerns, focusing particularly on GBV concerns.
- Participate in daily planning, daily debriefing sessions, and report write-ups
- Participate in coordination meetings as requested by the Protection Manager, particularly pertaining to GBV, when relevant

- Perform any other duties as requested by the Protection Manager

Experience and technical competencies: (include years of experience)

- Higher Diploma or Degree in Social Sciences, Law, or related field (if no diploma or degree, four years of related work experience is required)
- At least 3 years community-based experience involving GBV prevention and response (this includes, but is not limited to, providing case management services to GBV survivors, working in a women and girls friendly space, facilitating GBV prevention awareness raising sessions in the community, implementing a GBV prevention programme such as SASA!).
- Demonstrates strong knowledge of GBV in Emergencies Minimum Standards, IASC GBV Case Management Guidelines, and GBV guiding principles.
- Experience conducting GBV rapid assessments in South Sudan.
- Experience carrying out and supervising GBV related training at different scales with different partners
- Knowledge of GBV case management services, SASA! and EMAP is an asset.
- Knowledge of Microsoft Word, Excel and Outlook application software
- Fluency in English
- Fluency in one or more local languages, including but not limited to Dinka, Nuer, Bari, Murle, Luo, Zande.
- Commitment to human rights and GBV principles
- Strong English writing and organizational skills
- Familiarity with customary laws, judiciary systems and legal developments and issues in Southern Sudan, particularly related to GBV survivors
- Female candidates are strongly encouraged to apply.

Desirable qualifications: (include certificates, licenses etc.)

- Excellent interpersonal skills and works well with people of different cultures, gender and, backgrounds
- Works collaboratively with team members to achieve results
- Remains productive when under pressure with the ability to prioritize effectively, and respects and adheres to deadlines
- Able to work in a variety of environments and is prepared to conduct field missions for several weeks at a time, often overnight, to remote locations with few amenities
- Strong relationship building / interpersonal skill;
- Positive attitude;
- Energetic and interested



Note: Only candidates who meet the required educational qualification and work experience would be short listed.

EDUCATION: <ul style="list-style-type: none">Higher Diploma or Degree in Social Sciences, Law, or related field (if no diploma or degree, four years of related work experience is required)	<i>Find the definition of DRC's Core competencies here</i> All DRC staff should master the 5 core competencies: <ul style="list-style-type: none">Striving for excellence: you focus on reaching results while ensuring an efficient processCollaborating: you involve relevant parties and encourage feedback.Taking the lead: you take ownership and initiative while aiming for innovationCommunicating: You listen and speak effectively and honestly.Demonstrating integrity: you act in line with our vision and values
Languages: (indicate fluency level) <ul style="list-style-type: none">EnglishFluency in at least one or more local languages including but not limited to Dinka, Nuer, Bari, Murle, Luo, Zande.	
Key stakeholders: (internal and external) DRC Protection Team and mobile teams, GBV actors, SSRRC, community stakeholders, particularly women and girls affected by GBV NGOs and CBOs.	

How to apply

Please send a cover letter outlining how your skills and experience meets the Person Specification along with your up to-date CV, Copies (not original) of National ID card and academic certificates to Human Resources department through ssd-jobs@drc.ngo.

OR

Submit your hard copy application to the Human Resource department to the attention of **HR/Admin Officer DRC-DDG in Juba OR any nearby DRC Office**. Title of the position/vacancy number **MUST** be clearly mark in the application subject line and on envelop. DRC-DDG is an equal opportunity employer; we encourage all qualified South Sudanese to apply, irrespective of gender, religion, and age. **Female Candidates are strongly encouraged to apply.**

Due to the urgency of the position the vacancy may be filled before the deadline.

Further information

NOTE:

Only short-listed candidates will be contacted. We appreciate your application however; only short-listed candidates will be contacted for interview. If you have not been contacted within one Week of the closing date we regret that your application has been unsuccessful. Please continue, however, to periodically review our website, South Sudan NGO Forum website <http://www.comms.southsudanngoforum.org> for other suitable opportunities.

