



STEWARDWOMEN

www.stewardwomen.org; stewardwomen.jobs@gmail.com



VACANCY ANNOUNCEMENT

RE-ADVERTISED

Position: Justice, Peace and Security (JPS) Manager
Number of Position: 1
Duty Location: Juba
Date: 29th January, 2020

1. Introduction:

STEWARDWOMEN is an indigenous South Sudanese women organization founded in 2009 to address the problems of sexual and gender based violence; lack of access to justice by women; lack of participation of women in leadership and decision-making and poverty among others. It is registered as a not for profit non-governmental organization with the Government of South Sudan in 2009. Our vision is a South Sudanese society "free from the violations of the human rights of women and children". Our mission is "to develop, shape and empower South Sudanese women to advocate for policies that foster equal economic opportunity and secure human rights for women and children".

Our 2018-2020 strategic intervention areas are; 1) Access to justice; 2) Legislation and law reform; 3) Psychosocial support to GBV survivors; 4) Protection of adolescent girls in schools; 5) Women leadership and empowerment; 6) Governance/peacebuilding, Sexual and Reproductive Health rights and Economic Empowerment.

We are a member of the Solidarity for African Women's Rights [SOAWRS] that campaigns for the ratification and/or domestication of the Protocol to the African Charter on Human and People's Rights on the Rights of Women in Africa [Maputo protocol]. We are also the lead agency of a national coalition of 40 CSOs that advocates for the ratification of the Maputo protocol in South Sudan. Our field offices are located in Romich in Tonj East county [Tonj state], Bentiu [Northern Liech State], Magwi County [Torit State] and in Nimule, Pageri County [Torit State], and a national coordination office in Juba.

We are in a search for a qualified person to fill the position of "Justice, Peace and Security manager" to be based in our Head Office, Juba.

2. Purpose of the position:

- Analyses and monitors trends, opportunities and challenges of peace and security for women and girls in the country.
- Develop programs and mobilize resources for programs on women, peace and security within the South Sudan humanitarian context.
- Coordination - establish and strengthen strategic partnerships with key stakeholders working on women, peace and security.
- Program support, reporting, results based management and staff capacity development.



2. Description of Functions:

2.1 Analyses and monitors trend and opportunities:

- Provide policy recommendations and strategic advice on women, peace and security to the Director;
- Establish and maintain up-to-date knowledge of national and regional developments on women, peace and security issues and integrate information in support of policy and program development, analysis, outreach and advocacy;
- Prepare analytical reports, briefing notes, background papers, summaries, talking points and others on women, peace and security as required by senior management;
- Establish and maintain close working contacts with key national and regional stakeholders- governments, CSOs, donors' etc. to build and strengthen strategic alliances and partnerships on women, peace and security initiatives;
- Represent STEWARDWOMEN at national and regional meetings on women, peace & security whenever required;
- Work closely with colleagues in STEWARDWOMEN to identify promising practices, technical expertise, and strategic opportunities for addressing women, peace and security issues;
- Develop and implement capacity-building training activities to staff in the justice, peace and security department.

2.2 Develop programs and mobilize resources for women, peace and security:

- Propose plan of action for immediate and long term actions to advance women's effective participation in peace and security initiatives in the country;
- Work closely with other senior staff and provide program guidance and support to develop and implement programs at the grassroots, sub-national, national and regional levels in the area of peace and security, including conflict prevention, mediation, transitional justice, justice and security sector reform, conflict-related sexual violence and community security in the context of humanitarian assistance;
- Support the identification and development of strategic partnerships and alliances at the grassroots, sub-national, national and regional levels to promote justice, peace and security for women and girls;
- Contribute to fund-raising including development of new project proposals on justice, peace and security;
- Support local governments to provide technical assistance on key justice, peace and community security issues, including the development and implementation of action plans and policies;

2.3 Coordination - Establish and strengthen strategic partnerships with key stakeholders:

- Support the building of strategic alliances and partnerships to develop strategies and initiatives on justice, peace and security;
- Maintain close liaison with sub-national and national entities and other actors supporting efforts on women, peace and security;
- Promote coordination and participation in joint activities with various stakeholders to work collaboratively in the area of justice, peace and security;

2.4 Knowledge management, reporting, results based management and staff capacity development:

- Manage the process of compiling and analyzing reports and lessons learned by the organization on justice, peace and security;
- Provide information to input to the annual report on justice, peace and security;
- Provide strategic information to input into briefings by the Director during Board of Directors and Governing Council meetings;



- Guide the implementation of justice, peace and security projects; analyze progress on achievement of the objectives and results, proposing adjustments and solutions where necessary;
- Provide technical support, including relevant training, mentoring/coaching to project officers in the justice, peace and security department;

3. Skills:

The following skills are required of the post holder:

- Must have good communication skill;
- Must have proven knowledge on justice, peace and security focusing on women and girls;
- Must have interpersonal skills;
- Very good analytical and report writing skills;
- Very good and proven project proposal writing skills;
- Very good and proven primary research skills;
- Having leadership skills;
- Must be proactive;
- Must have good negotiation skills;
- Proven team builder;

4. Core Values:

- Respect for women human rights and dignity;
- Respect for diversity;
- High level of integrity and self-respect deeply rooted in the South Sudanese traditions and cultures;
- High level of professionalism;

5. Core Competencies:

- Effective communication;
- Inclusive collaboration;
- Stakeholder engagement;
- Accountability;
- Creative problem solving;
- Leading by example;

6. Functional Competencies:

- Excellent analytical skills on justice, peace and security agreements;
- Excellent knowledge and experience on women, peace and security;
- Ability to gather and interpret data, reach logical conclusions and present findings and recommendations.

7. Work Experience:

- Minimum 3 years of progressively responsible experience working on justice, peace and security focusing on women and girls in the country or the region at sub-national or national level;
- Demonstrated technical experience in the area of primary justice, women, peace and security required;
- Proven experience of managing similar projects as team leader;
- Experience coordinating and liaising with government agencies and donors required;
- Proven experience in managing multi-donor grants focusing on justice, peace and security;
- Proficiency in the application of computer packages- MS Word, Excel, PowerPoint, Internet etc.
- Previous experience working in a similar position is an asset;



NB: Applicants for this job must be very mature person, stable and sound in mind with high level of integrity and personal discipline. None South Sudanese applicants in the region MUST have work permit. Please take note that the selection will be rigorous that will include oral and practical interviews and thorough background checks.

8. Education:

- Bachelor Degree or equivalent in laws; human rights; peace and security; international relations; and political science or related field is required;
- At least three years of progressive experience in similar position after obtaining Bachelor Degree.

9. Ineligible Applicants:

The following applicants don't qualify for this position:

- Employees undertaking long distance or online advance degree courses;
- Employees that hold master degrees;
- Managers of local security companies;
- Managers of Humanitarian response programs in emergencies;
- Child protection managers;
- GBV managers;
- All previous applicants for this position.

10. Assumption of Duty:

This position will be filled as soon as the right candidate is identified. The initial duration of the job holder shall be one year, subject to compulsory three [3] months' probation period. Our preference is a woman of high integrity, mature and self-disciplined.

11. Application Procedure:

This position is open to qualified South Sudanese nationals; qualified women within the East African Region are eligible to apply. If you meet the above conditions, you are asked to submit your updated resumes, contacts of three professional supervisors and nationality document, including valid work permit for non-South Sudanese through our e-mail: stewardwomen.jobs@gmail.com. Please address your application to: "Senior Human Resources & Administration Officer, STEWARDWOMEN. Take note that Hand delivered applications are not allowed considering the current security situation in Juba. Applications should be submitted before close of official working hours by Wednesday, 19th February, 2020.


Senior Human Resources & Administration Officer
STEWARDWOMEN

