

JOB ADVERTISEMENT

Position	Protection Officer (GBV/CP Expert)
Number	01
Country; Town	South Sudan, Jonglei State, Canal Pigi County
Reports to	Project Coordinator
People under Supervision	N/A
Other staff interactions	Closely cooperates with all field/Program staff
Department	Programmes
Type of work	Full time
Duty location	Canal Pigi - Atar, Wunlem, Nyinthok, Mareng and Khorwach payams. Occasional travel to Malakal may be required
Travels:	Regular river-based travel between bases and sites (Malakal and Pigi County)
Contract Period:	Contract includes a 3-month probation period, with the length of the contract to be determined upon successful completion of probation
Application Deadline	Friday, 14th November 2025

RESPONSIBILITIES

What PAH is about: Polish Humanitarian Action (PAH) is a non-governmental organization dedicated to employing individuals who aspire to make the world a better place. For over 31 years, we have been providing relief in both major and minor emergencies worldwide, while also conducting missions in several crisis-affected countries. Our interventions, encompassing both humanitarian and development efforts, have been implemented in 52 countries to date. We focus on ensuring the sustainable and stable development of regions affected by war and/or natural disasters. We possess extensive expertise in Water, Sanitation, and Hygiene (WASH), and implement projects in Food Security and Livelihoods (FSL), as well as Shelter, Nutrition, and Education.

PAH in South Sudan: Polish Humanitarian Action (PAH) has been operating in South Sudan since 2006, as one of the first NGOs established in Jonglei State. We are a small team of dedicated individuals committed to delivering tangible and sustainable change in the largest, most populous, and most conflict-affected state of South Sudan. Due to the expertise we have accumulated over the years especially in WASH and S/NFI, PAH led the coordination of the Jonglei Sub-national WASH and S-NFI cluster from 2014 to 2021 and 2019 to date respectively coordinating WASH emergency responses with partners to ensure that all vulnerable communities are served during crises. Our priority is to ensure that people have access to clean water and safe hygienic conditions. PAH also provides assistance to internally displaced people and most vulnerable communities, working in the sectors of WASH, Shelter NFI, Food Security and Livelihood, Protection and Education.

PAH is an equal opportunity employer. Women and candidates from marginalized groups are strongly encouraged to apply

Main Objective of the Position

This role combines technical protection leadership and field-level coordination. The Protection Officer (GBV/CP Expert) leads protection mainstreaming, GBV and disability inclusion activities and coordinates field project implementation in Canal Pigi. The position is responsible for ensuring quality, timely and accountable delivery of integrated protection, WASH, Nutrition and Health activities in collaboration with consortium partners.

Safeguarding and Code of Conduct:

All PAH staff are expected to uphold the values of dignity, integrity, and equality. The Protection Officer (GBV/CP Expert) is responsible for ensuring that activities are conducted in a manner that respects community sensitivities, prevents harm, and aligns with PAH's Safeguarding Policy and Code of Conduct. The holder of this position is expected to uphold PAH's safeguarding and



protection standards, including community-sensitive implementation, reporting mechanisms, and incident response protocols.

Key Duties and Responsibilities:

1. Project Coordination and Field Oversight

- Oversee the implementation of all the Protection-mainstreaming activities in the field, ensuring timeliness and quality.
- Supervise protection and community engagement teams.
- Maintain updated implementation plans and weekly activity reports.
- Lead inter-sectoral coordination and team meetings at field level.
- Represent PAH in local coordination platforms, including RRC and Protection Cluster.

2. Protection Mainstreaming & Technical Guidance

- Ensure protection is embedded in all sector interventions (WASH, Health, Nutrition).
- Lead community engagement on protection principles and identify PSNs and vulnerable groups.
- Supervise Community-Based Protection Networks (CBPNs).
- Design and conduct protection risk assessments and safety audits.
- Strengthen inclusive targeting processes and accountability to affected populations.

3. GBV Prevention and Response

- Ensure adherence to GBV guiding principles: confidentiality, respect, non-discrimination, safety.
- Support GBV case referrals, follow-ups, and coordination with local GBV service providers.
- Monitor and update referral pathways in coordination with GBV Area of Responsibility.
- Train local structures and staff on GBV core concepts and safe referrals.

4. Disability Inclusion & Safeguarding:

- Identify barriers to inclusion and advocate for disability-friendly infrastructure and services.
- Mainstream safeguarding across the response and act as a focal point for PSEA.
- Organize staff and partner trainings on disability inclusion and PSEA.
- Monitor feedback and complaint mechanisms to capture sensitive cases.

5. Monitoring, Reporting and Learning:

- Ensure protection data collection and analysis informs project planning.
- Submit high-quality weekly, monthly and donor reports.
- Document lessons learned, case stories, and best practices.
- Support MEAL in designing protection-sensitive tools and tracking indicators.

6. Representation & Stakeholder Engagement:

- Liaise with local authorities, community leaders, and partner NGOs.
- Coordinate joint activities with WASH, Nutrition and Health teams.
- Participate in external field monitoring visits and prepare briefing packs.

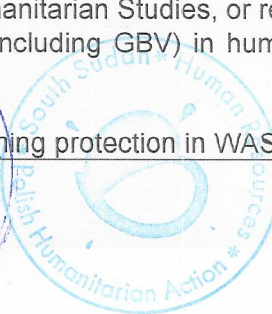
Performance Indicators: The performance of the Protection Officer (GBV/CP Expert) will be measured based on the following criteria:

- Timely delivery of activities against workplan.
- Number of beneficiaries reached with protection messaging or support.
- Quality and completeness of protection risk assessments and safety audits.
- Accurate and timely reporting (internal and donor).
- Functionality of referral pathways and community-based mechanisms.

EXPERIENCE AND QUALIFICATION

Essential Qualifications and Skills:

- University Degree in Social Sciences, Law, Development, Humanitarian Studies, or related.
- Minimum 4 years of experience in protection programming (including GBV) in humanitarian contexts.
- Demonstrated leadership in field-level project coordination.
- Proven experience in disability inclusion, GBV, and mainstreaming protection in WASH/FSL.



- Experience supervising and mentoring staff.
- Fluent spoken and written English.
- Willingness to travel and work in remote locations under difficult conditions.

Desirable:

- Experience in South Sudan, particularly Jonglei.
- Arabic or local language skills
- Strong understanding of IASC Protection standards, Sphere, and PSEA.
- Experience working in consortium settings.

Application Submission Criteria:

Please send a covering letter outlining how your skills and experience meeting the Person Specification along with your CV to Human Resources at recruitment.ssud@pah.org.pl.

Please indicate the position you are applying for in the subject line i.e., ***“Application for the Position of “Protection Officer (GBV/CP Expert)”***

We welcome applications from all qualified individuals, regardless of gender, ethnicity, disability, or background. Only shortlisted candidates will be contacted.

- **Note:** PAH South Sudan has a zero-tolerance approach to conduct such as fraud, sexual exploitation and abuse, sexual harassment, abuse of authority and discrimination, corruption and bribery.

