

# Vacancy Announcement



**JOB TITLE:** GBV Prevention Officer  
**BAND/LEVEL/GRADE:** 8B  
**Department:** Women Protection & Empowerment  
**LOCATION:** Juba  
**Overtime Eligible:** Exempt  
(per local law)



**BACKGROUND:** IRC began working in South Sudan in 1989. IRC South Sudan operates a country office in Juba and has field offices in Lakes, Unity, Northern Bahr el Ghazal and Eastern Equatoria states. Currently, IRC South Sudan implements programs in primary health care, community case management, women's protection and empowerment, protection and access to justice and livelihoods. In early 2012, in response to the increasing influx of Sudanese refugees from the Nuba mountains/South Kordofan into northern Unity State, the IRC began programming in Yida and Ajuong Thok Refugee Camp, providing essential services in the reproductive health and women's protection and empowerment and ERD sectors.

## Scope:

The International Rescue Committee (IRC) has been working in South Sudan with refugees, host communities, IDPs and service providers to understand the causes of the gender-based violence GBV and to support individuals who suffered from such abuses. The goal of the GBV Program in South Sudan is to minimize the consequences of violence against women by providing quality case management for survivors and to build the capacity of service providers and the community to prevent and response to issues of gender based violence.

## Responsibilities

Under the joint supervision of WPE Manager, the GBV Prevention Officer will supervise all the prevention-related activities in the IDP site of Gumbo. This includes developing and conducting trainings and workshops for GBV staff, other IRC staff, partners organizations and community members on a variety of issues related to gender, violence against women, and power abuse, and champion the Engaging Men through Accountable Practices (EMAP) intervention in Don Bosco. The GBV Prevention officer will also supervise GBV Community Workers, EMAP Facilitators and community volunteers to raise awareness activities in the community, schools and other targeted areas. The prevention officer will ensure all prevention related activities are in line with the needs of the community and will utilize updated methodologies.

## Specific Responsibilities

- ❖ Facilitate trainings and workshops on gender and GBV related issues for health care providers, GBV staff, education providers, local authorities, women's groups, journalists, IDP community leaders, religious leaders, youth groups, NGO workers and any other identified groups and community workers.
- ❖ Support the GBV Response Officer in training partner staff and community members on response related topics.
- ❖ Monitor community workers and community volunteers in awareness raising activities, provide training when needed and mentoring on a weekly basis.
- ❖ Prepare materials and logistics for trainings and workshops.
- ❖ Develop IEC and BCC materials, in collaboration with GBV team, ensuring messages are appropriate for the community and tested before dissemination.
- ❖ Collaborate with GBV Response Officer to ensure ongoing needs of women and girls are met in awareness raising activities.
- ❖ In collaboration with Response Officer and key partner staff and community members, organize and conduct mass awareness events.



- ❖ Conduct safety audits and other risks assessments activities to identify risks and compile findings/reports submitted to supervisor for final compilation to inform advocacy on identified risks affecting women and girls.
- ❖ Develop strategy, design exercises, and conduct mentoring exercises for community leaders.
- ❖ Ensure monitoring and evaluation (M & E) systems, including tracking progress of prevention program objectives, indicators and activities are being followed, organized, and documented.
- ❖ Monitor progress of training strategy and adopt changes where needed.
- ❖ Prepare and submit weekly, monthly and 3 months' work plans in a timely manner and incorporate manager feedback.
- ❖ Compile monthly report and submit to WPE Manager, in collaboration with GBV Response Officer, by the 28<sup>th</sup> of every month.
- ❖ Develop and review activity spending plans for new grants.
- ❖ Deal with human resource issues as needed: hire community workers, conduct performance evaluations, and terminate staff as needed.
- ❖ Estimate quarterly program purchase requests and monthly cash projections according to the field requirements and submit requests on time.
- ❖ Ensure that all relevant financial documentation is accurately completed and submitted to finance in a timely manner as required by IRC finance policy.
- ❖ Monitor budget through documenting and following up on the purchase request and reviewing the BvA each month to closely track spending on program lines.
- ❖ Communicate program progress, constraints, need identified and any other matters pertaining to the operations of the program to the WPE Manager.
- ❖ Liaise closely with other IRC sectors, partners and community members to assess additional trainings that would benefit women and girls in the community, in consultation with the WPE Manager.
- ❖ Maintain positive coordination and relationships with partner and other IRC sector staff.
- ❖ Foster a team spirit among WPE staff and work in smooth partnership with GBV Response Officer.
- ❖ Any other task designated by the WPE Manager to ensure proper functioning of the WPE Program.

### **Requirements**

- ❖ Degree in Social work, Public Health, Psychology, Education, Human rights or women's studies, social sciences studies or related field preferred.
- ❖ Proven experience in designing and facilitating trainings for different audiences, such as trained professionals, community members- men, women, youths, elders, literate and illiterate.
- ❖ Experience in participatory techniques and community mobilization
- ❖ Prefer experience in training and counselling techniques (specifically VCT or other comparative types of counselling).
- ❖ Clear understanding of Gender, power abuse and issues surrounding violence against women.
- ❖ Ability to lead, train, mentor, facilitate and motivate other GBV field workers in their respective tasks in a professional and respectful and supportive manner.
- ❖ Positive and professional attitude, able to organize, maintain composure and prioritize work under pressure, work overtime when necessary and able to coordinate multiple tasks and maintain attention to detail.
- ❖ Fluency in Juba Arabic
- ❖ Ability to work as a member of a team essential
- ❖ Ability to communicate well in English as well as write clear and concise reports in English.
- ❖ Must be computer literate, including Microsoft word, excel, and PowerPoint.

### **Professional Standards**



The IRC and IRC workers must adhere to the values and principles outlined in IRC Way - Standards for Professional Conduct. These are Integrity, Service, and Accountability. In accordance with these values, the IRC operates and enforces policies on Beneficiary Protection from Exploitation and Abuse, Child Safeguarding, Anti Workplace Harassment, Fiscal Integrity, and Anti-Retaliation.

**Gender Equality:** IRC is committed to narrowing the gender gap in leadership positions. We offer benefits that provide an enabling environment for women to participate in our workforce including parental leave, gender-sensitive security protocols and other supportive benefits and allowances

**Equal Opportunity Employer:** IRC is an Equal Opportunity Employer. IRC considers all applicants on the basis of merit without regard to race, sex, color, national origin, religion, sexual orientation, age, marital status, veteran status, disability or any other characteristic protected by applicable law.

The position is for: **South Sudanese national with all the national documents.**

**How to apply:**

Interested applicants should submit a **CV with 3 references** and a copy of their **national ID** to the Juba IRC Head Office-Located in Goshen House 2<sup>nd</sup> floor -Human Resources or you can e-mail applications to [SS-HR@rescue.org](mailto:SS-HR@rescue.org) not later than **28<sup>th</sup> July 2020**.

**NOTE:** Only short listed candidates will be contacted and attach photocopies only while original will be asked at the interview panel and all the photocopies will remain the property of IRC.

**CLEARLY LABEL YOUR APPLICATION GBV Prevention Officer - Juba**

**FEMALE APPLICANTS ARE HIGHLY ENCOURAGED TO APPLY**

