



JOB ADVERTISEMENT

March. 5th .2024

Job Title	SO. H3-1 GF	GBV AoR Co-coordinator (full time)
Location		Juba, South Sudan
Supervisor		Women For Change - Executive Director
Duration	5.02.2024	12 Months (with possibility of extension based on funding and performance)
Start Date	05 MAR 2024	As soon as possible

BACKGROUND

Women for Change (WFC) is a National Non-Governmental Women Led Organization (NNGO - WLO) that was formed in 2016 and legally registered in 2018. It was founded by a group of South Sudanese women from various backgrounds and experiences who share a vision of seeing all women free from poverty and injustice. WFC focuses on three pillars: Women Empowerment, Protection, Advocacy and Peacebuilding. In order to achieve these pillars, WFC has collaborated with several partners including UNESCO, UNFPA, Care International, Safer World International, Women for Women International, Save the Children, African Women Development Fund (AWDF), CAFOD & Trocaire in Partnership, TIKA, US Embassy, DCA, IOM. Currently, WFC is serving as the field GBV AoR Co-coordinator in Warrap state for the second consecutive year.

ROLE OVERVIEW

The GBV Area of Responsibility (AoR) operates within the Protection cluster and collaborates with global, regional, and country-level humanitarian structures. Its main objective is to lead GBV in emergency-related actions and coordinate the response, risk mitigation, and prevention efforts of GBV partners. The GBV AoR works collectively to improve the effectiveness and accountability of humanitarian response for the prevention, risk mitigation, and response to all forms of gender-based violence, ensuring that the agency and capacity of survivors are recognized and reinforced. In South Sudan, the GBV AoR is led by UNFPA and co-coordinated by IRC. To advance the localization agenda, the GBV AoR envisions national-level coordination to be led by UNFPA, IRC, and Women Led Organizations (WLO). As part of this initiative, Women For Change has been selected as GBV AoR Women Led Organization Co-coordinating organization through Call for Expression of Interest.

In line with this, **Women for Change (WFC)** is seeking a **dedicated and experienced female applicant to support the national level GBV AoR coordination with her role as GBV AoR Co-coordinator**. She will play a key role in enhancing the effectiveness of GBV prevention, risk



mitigation, and response interventions through strategic coordination and collaboration with various stakeholders.

MAIN ROLES AND RESPONSIBILITIES

The GBV AoR Co-Coordinator will be responsible for establishing and reinforcing GBV AoR Coordination, conducting detailed mapping of GBV services, developing referral pathways, and ensuring the functionality of SOPs. Additionally, lead technical aspects such as developing and implementing GBV Working Groups strategy, capacity building, information management, and reporting. She will also support advocacy efforts, represents the GBV AoR in coordination platforms, and collaborates with partners to ensure effective GBV prevention and response mechanisms are in place.

The detail roles and responsibilities of the GBV AoR Co-coordinator is as follows:

Coordination and Promotion of Joint Action

- Reinforce and /or establish State level / Administrative Area GBV AoR Coordination to promote engagement with relevant humanitarian actors including government actors, NNGOs and INGOs, UN agencies, and clusters as soon as possible.
- Ensure regular space and time for the coordination meetings and timely circulation of information and updates to the national and State / Administrative Area GBV AoR
- Promote shared knowledge and understanding of GBV Guiding principles, Survivor Centered Approach, do no harm approaches and globally endorsed tools for effective GBV program management and interagency coordination.
- Identify GBV AoR focal points at sub-national level to engage with other relevant sectors/clusters for GBV integration, risk mitigation and referral.
- Conduct detailed mapping of GBV services to identify gaps and implement site specific response plans to address gaps.
- Coordinate the development of functional GBV referral pathways and SOPs, monitor functionality of the referral pathway.
- Lead the development of location specific GBV AoR work plans in line with GBV AoR Strategy and Humanitarian Response Plan (HRP)
- Lead the development of strategy for effective communications with affected populations on GBV services, risk mitigation, strategies, and promote gender equality.
- Develop and regularly update site specific GBV preparedness and contingency plans.



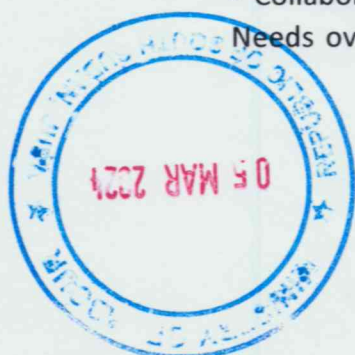
- Promote Joint action /monitoring of partners' activities to ensure gaps, challenges in implementation are jointly identified and addressed.
- Proactively fundraise for joint programs to support the work plan, including through relevant humanitarian funding mechanisms.

Technical Leadership

- Lead the development and implementation of GBV Working Groups strategy and operational action plans.
- Promote awareness of access to and use of relevant tools and guidelines across clusters to support effective GBV prevention, risk mitigation and response.
- Assess the capacity gaps that hinder quality and /or coverage of GBV prevention and response interventions and develop comprehensive capacity building plans to address identified gaps.
- Develop/adapt and conduct training to address capacity gaps.
- Develop/adapt and monitor implementation of GBV minimum standards and guidance notes for actors implementing GBV activities to ensure quality.

Information Management and Reporting

- Lead and/or contribute to assessments and situational analyses, ensure GBV concerns are included in sector specific and multi-cluster assessments and link to consolidated appeals.
- Ensure standardized approach to data gathering with an emphasis on ensuring safe and ethical considerations promoted by the GBV Information Management systems, the Guiding principles for working with GBV survivors and the WHO Ethical and Safety Recommendations for Researching, Documenting and Monitoring Sexual Violence in Emergencies.
- Establish a system for information sharing and dissemination, including for advocacy purposes.
- Develop and regularly update an inter-agency M&E framework to guide work of GBV Coordination body and support accountability.
- Prepare standardized periodic reports and progress updates on on-going GBV working group for inclusion in OCHA SitReps, Humanitarian Bulletins, Protection Advisories, Global GBV AoR Weekly Updates, internal and external meeting, and advisories etc.
- Collaborate with Partners in the location to collect their views for the Humanitarian Needs overview (HNO) in preparation for the Humanitarian Response Plan (HRP) and



ensure all partners receive relevant GBV SC documents, Guidelines, SOPS, Strategy, and Reports, etc.

- Ensure that partners send their monthly updates, GBVIMS monthly reports, 5W reports using the kobo system, training reports, safety audit reports and all other assessment reports.

Supporting Advocacy

- Draft key messages and advocacy notes to promote consistent communications that emphasize the life-saving nature of GBV-related interventions in the crisis-affected context.
- Attend meetings with donors or any relevant stakeholders to highlight the short falls in funding for GBV programs.
- Support the organization of advocacy events in collaboration with other GBV AoR
- Advocate the localization agenda on various platforms

Capacity Building

- Establish working relationship with other relevant GBV actors, particularly with national and local organizations, and women's groups, and takes initiative in leading, promoting collaboration, providing capacity building, documentation of best practices among WLOs/WROs both at national and subnational level.
- Support capacity needs assessment of GBV partners and support the organization of tailored capacity building training to identified partners informed by capacity building strategy.
- Contribute to the development of South Sudan GBV AoR strategy, support in development of Action plans, and disseminate the strategy.
- Work with the Strategic Advisory Group (SAG) to steer the strategic direction of GBV AoR coordination work and GBV in emergency programming in South Sudan.
- Support GBV field Coordinators to develop tailored Action Plans in line with the GBV Strategy.
- Support the work of different Technical Reference Group (TRGs) within the GBV AoR
- Promote shared knowledge and understanding of the GBV guiding principles and globally endorsed tools for effective GBV programme management and inter-agency coordination including GBV minimum standards.

GBV AoR Coordination Representation



- Represent the GBV AoR in various coordination platforms including Inter Cluster Coordination Group (ICCG), Protection Cluster (PC), Cluster specific meetings as and when needed.
- Support GBV coordination structures in all the states and administrative areas, to assess their capacity, provide tailored training and support sub national level meetings.

QUALIFICATION

1. Bachelor's degree in social work, public health, international relations, gender studies, or a related field from a recognized university with 5 years of experience, or master's degree in social work, public health, international relations, gender studies, or a related field from a recognized university with 3 years of experience in the field of gender-based violence, women's rights, human rights, or related areas is essential.
2. Experience in GBV coordination, programming, advocacy, or project management is also valuable.
3. Female applicant with a South Sudanese nationality
4. Commitment to promoting gender equality, human rights, and a clear understanding of gender issues, human rights frameworks, GBV prevention and response strategies, and relevant national and international policies is crucial.
5. Excellent communication skills, both written and verbal, are important for coordinating with various stakeholders and ability to organize and manage programs effectively, work in a multi-disciplinary team, and provide strong leadership skills with the ability to guide and coordinate diverse stakeholders effectively.
6. Having certifications in areas such as trauma-informed care, counseling, or GBV in emergency program can be an advantage.

APPLICATION PROCESS

Interested applicants should submit a **maximum 4 page updated Resume** and **one page cover letter** addressing to the **HUMAN RESOURCE DEPARTMENT, WOMEN FOR CHANGE (WFC)** stating how you meet the eligibility criteria along with supporting documents by the deadline of **March 30th .2024, at 5:00PM**. Applications should be dropped to our physical address at the head office in Gudele Block 7-off 7eleven Supermarket, just after Relax Restaurant or Email to: hr.wfcsud@wfcsud.org CC: womenforchange10@gmail.com



NOTE:

DIVERSITY, INCLUSION AND SAFEGUARDING

At Women for Change (WFC), we are committed to creating a diverse and inclusive environment of mutual respect. WFC recruits, employs, trains, and promotes regardless of ethnicity, religion, sex, age, region, or any other basis covered by appropriate law. All employment is decided based on qualifications, competence, integrity, and organizational need.

Women for Change (WFC) has a zero-tolerance on conduct that is incompatible with the aims and objectives including sexual exploitation and abuse, sexual harassment, abuse of authority and discrimination. All selected candidates will be expected to adhere to WFC's policies and procedures, and the standards of conduct expected of WFC personnel and will therefore undergo rigorous reference and background checks.

Due to the urgency of the assignment screening will be done on rolling basis.

Only female Candidates are allowed to apply.



A handwritten signature in blue ink, written over the right side of the Ministry of Health stamp.

