

Save the Children

22 December 2025

Job Advertisement

Save the Children is an international non-governmental organization that works for a future of children, their families and communities realize social equity and dignity; have access to their basic physical, emotional and development needs.

SCI is seeking to recruit: -

Job Title: Social Development and Gender Specialist.

Location: Juba (with up to 70% field travel- Pariang and Pibor)

Reports to: Project Manager/Team Leader.

Contract Period: 12 months initially (with the possibility of extension), (the positions will be filled subject to confirmation of the funding from the donor)

CHILD SAFEGUARDING:

Level 3: The role holder will have contact with children and/or young people *either* frequently (e.g. once a week or more) *or* intensively (e.g. four days in one month or more or overnight) because they work in country programs; or are visiting country programs; or because they are responsible for implementing the police checking/vetting process staff.

ROLE PURPOSE:

The Social Development and Gender Specialist will provide technical leadership on gender equality, social inclusion (GESI), protection sensitivity, and community safeguards across all project activities. The specialist will ensure that youth and women—especially marginalized groups such as persons with disabilities, young mothers, refugees, returnees, and pastoralist women—benefit equitably from the programmer in Juba, Pariang, and Pibor.



The role ensures that gender-sensitive training, conflict-sensitive engagement, GBV risk mitigation, and environmental and social safeguards (ESMF) are integrated throughout community mobilization, livelihoods pathways, VSLA formation, financial inclusion, coaching, and monitoring mechanisms.

The specialist also leads the Grievance Redress Mechanism (GRM), ensuring accessible, confidential, survivor-centered, and culturally appropriate channels.

SCOPE OF ROLE:

Reports to: Project Manager/Team Leader

KEY AREAS OF ACCOUNTABILITY

- a) Gender and Social Inclusion (GESI) Analysis and Mainstreaming
- b) Technical Support to Livelihoods, Coaching, and Grant Components
- c) GBV Risk Mitigation and Safe Programming
- d) Grievance Redress Mechanism (GRM) Leadership
- e) Environmental and Social Safeguards (ESMF) Integration
- f) Community Engagement and Conflict Sensitivity Guidance
- g) Capacity Building for Staff and Community Stakeholders
- h) Reporting, Documentation, and Learning on GESI Issues



BEHAVIOURS (Values in Practice)

Accountability:

- Holds self-accountable for making decisions, managing resources efficiently, achieving and role modelling Save the Children values
- Holds the team and partners accountable to deliver on their responsibilities - giving them the freedom to deliver in the best way they see fit, providing the necessary development to improve performance and applying appropriate consequences when results are not achieved.

Ambition:

- sets ambitious and challenging goals for themselves and their team, takes responsibility for their own personal development and encourages their team to do the same
- widely shares their personal vision for Save the Children, engages and motivates others
- Future orientated, thinks strategically and on a global scale.

Collaboration:

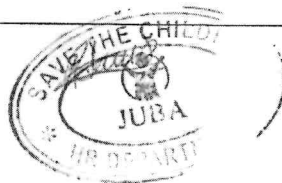
- Builds and maintains effective relationships, with their team, colleagues, members and external partners and supporters
- Values diversity, sees it as a source of competitive strength
- Approachable, good listener, easy to talk to.

Creativity:

- develops and encourages new and innovative solutions
- Willing to take disciplined risks.

Integrity:

- Honest, encourages openness and transparency; demonstrates highest levels of integrity



QUALIFICATIONS

Essential:

Educational Qualifications

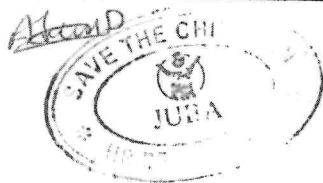
- Master's degree in Sociology, Social Work, International Relations, Project Planning and Management, Gender Studies, Development Studies, or a closely related field with at least 5 years of relevant experience;
OR
- Bachelor's degree in the same fields with a minimum of 10 years of relevant experience.

Professional Experience

- Demonstrable experience working on gender or women's rights programming at community level.
- Proven experience in gender mainstreaming, gender-sensitive programming, and integrating gender equality throughout the project cycle.
- Experience addressing Gender-Based Violence (GBV), including prevention, mitigation, and response.
- Experience working on gender transformation initiatives, preferably in conflict-affected or fragile settings.
- Experience encouraging women's participation in non-traditional or male-dominated livelihood activities.
- Familiarity with or experience supporting Grievance Redress Mechanisms (GRM).
- Experience collaborating with UN agencies, government institutions, NGOs, or community structures on gender and social inclusion interventions.
- Strong understanding of gender dynamics affecting youth and women in development settings.
- Ability to analyze social norms, barriers, protection risks, and gender inequalities.
- Strong facilitation and community engagement skills, particularly with women, girls, and vulnerable groups.
- Excellent communication, coordination, and training skills.

Desireable:

- Prior experience working in **South Sudan** or similar humanitarian or conflict-affected contexts.
- Experience working on economic empowerment, livelihoods, or women's entrepreneurship programmes.



- Experience supporting the design or management of **GBV referral pathways**, safeguarding systems, or accountability mechanisms.
- Knowledge of **ESMF**, Do-No-Harm principles, and conflict-sensitive programming.
- Experience providing training to staff or partners on gender equality, GBV risk mitigation, or women's empowerment.
- Ability to generate gender-related reports, case studies, and learning briefs for donors.
- Familiarity with the World Bank's gender, GBV, and safeguards policies (an added advantage).
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Additional job responsibilities

The duties and responsibilities as set out above are not exhaustive and the role holder may be required to carry out additional duties within reasonableness of their level of skills and experience.

Equal Opportunities

The role holder is required to carry out the duties in accordance with the SCI Equal Opportunities and Diversity policies and procedures.

Safeguarding:

We need to keep children and adult beneficiaries safe so our selection process, which includes rigorous background checks, reflects our commitment to the protection of children and vulnerable adults from abuse and harm.

Health and Safety

The role holder is required to carry out the duties in accordance with SC Health and Safety policies and procedures.

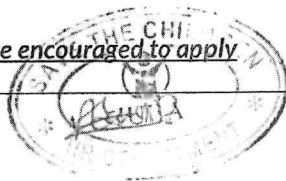
Application Information:

Please attach a copy of your CV and cover letter with your application, and include details of your current remuneration and salary expectations. A copy of the full role profile can be found at ([SCI Career Site Careers \(oraclecloud.com\)](https://www.oraclecloud.com))

We need to keep children safe so our selection process, which includes rigorous background checks, reflects our commitment to the protection of children from abuse.

All employees are expected to carry out their duties in accordance with our global anti-harassment policy.

Females and people with disabilities are encouraged to apply



In case you face difficulty to access the link, please come to Save the Children International head office Juba Hai Malakal or SCI Field Offices for HR Technical support or hand delivery.

Deadline for submitting applications: **23** January, 2026.

