



Are you aiming to work for an organization where it is worthwhile investing your personality, your skills and your time? Are you looking for a job that is exciting and has clear goals? Welcome to Welthungerhilfe - one of the largest and most respected private organisations for development cooperation and humanitarian aid in Germany. Our vision is clear: "Zero Hunger by 2030" - If you want to become part of our global mission to end hunger around the world, we look forward to receiving your application as:

Name of the position: Gender and Protection Mainstreaming Expert
Location: Juba, with frequent field visits

Announcement date: 21/02/2023

Closing date: 14/03/2023

Contract duration: nine months with possibility for extension

Welthungerhilfe in South Sudan has been implementing activities in eight locations in the states of Northern Bahr el Ghazal, Greater Equatorias and Unity since 2011, with its programs in humanitarian assistance, rural development, livelihoods, nutrition and food security, and WASH sectors. Currently WHH South Sudan implements 19 projects with approx. 250 staff members across the country.

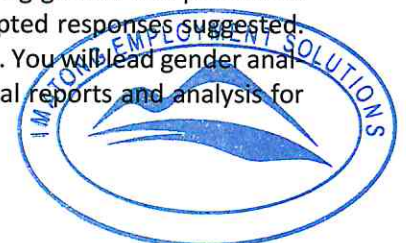
Project background:

Welthungerhilfe (WHH) has secured funding from multiple institutional donors, and it is partnering with UN Agencies and NGO to strengthen the resilience and covering the humanitarian needs of conflict and natural disaster's affected populations. The programs are implemented in three States (Northern Bahr el Ghazal, Unity and Eastern Equatoria), targeting IDPs and the most vulnerable communities in the areas. WHH aims to enhance the climate resilience of targeted population ensuring the gender specific needs are take into consideration and the protection principle are mainstreamed in all programs.

Job purpose:

The main purpose of the Gender and Protection Mainstreaming Expert (GPME) is to provide technical expertise in mainstreaming protection and gender through all WHH projects and programs in the country, developing tools and guidelines, training projects' teams and partners.

You will be responsible to ensure gender and protection policies are up to date, internal and donors standards concerning gender and protection mainstreaming are known by projects staff and applied. As an Expert, you will contribute to proposal development through ensuring gender and protection mainstreaming aspects are analysed, specific indicators included, and adapted responses suggested. You will also represent WHH in technical internal/ external exchange events. You will lead gender analysis in the areas of intervention and contribute to the production of annual reports and analysis for



internal capitalization. You will lead the redaction and monitoring of a gender and protection mainstreaming strategy for the country office adapted to WHH main sectors of intervention, in line with the organization global strategy and informed by findings of on-going or country-based research related to gender and protection mainstreaming. You will support Heads of Projects and Area Managers in identifying protection risks and vulnerabilities and develop mitigation measures and solutions and you will provide technical leadership for the Gender and Protection Mainstreaming Officers based in Projects locations.

In order to achieve deliverables, you will report to the Head of Program Development, Quality and Strategy (HoPDQS), and collaborate closely with the Head of Program Implementation (HoPI), the projects' teams (technical teams, managers), Country Office Sector Advisors, MEAL Manager and HQ-based advisors (Donor Unit, Sector Unit).

Key responsibilities:

- Develop/refine and deliver tools and mechanisms to foster mainstreaming and incorporating protection principles and approaches at all levels of the humanitarian and transitional response, ensuring effective consideration and implementation of the Centrality of Protection in the response in South Sudan
- Develop recommendations and suggest solutions to ensure gender and protection are mainstreamed through all WHH projects
- Systematically identify gender and protection risks and vulnerabilities in WHH South Sudan's programme areas
- Specifically design protection mainstreaming, accessibility and inclusion related communication and training materials
- Conduct observations of activities and share recommendations to improve the quality
- Provide technical advice and guidance to the Head of Projects and project teams on how to include, monitor and measure gender and protection mainstreaming with focus on WASH, nutrition and food security sectors
- Lead the development of tools, training manuals and facilitate specialized workshops (face-to-face, virtual) for internal and partners audiences
- Carry out gender and protection analysis and conduct quality assurance assessment to identify risks, vulnerability, resilience options, to avoid/mitigate risks and enhance program design of WHH projects in South Sudan
- Provide technical expertise during design of new grants, actively contribute to the development of innovative proposals, and ensure technical correctness in reporting
- Provide technical support and ensure the supervision for the Gender and Protection Mainstreaming Officers
- Collect and synthesize information from various sources (studies, best practices, research papers, etc.) with relevance to the South Sudan context, conduct analysis of acquired information and translate results into revised/adapted programming approaches for WHH's areas of intervention in South Sudan
- Actively contribute to define WHH Country Strategy
- In cooperation with the MEAL Manager, support structured learning in the projects, needs assessments and technically advise on evaluations
- Actively promote Welthungerhilfe's gender and protection mainstreaming approach externally towards donors, in Clusters, and towards other relevant stakeholders as agreed

Your profile:

- A University degree (M.Sc.) in social science, Gender Studies, Sociology, Development Studies or any other relevant discipline
- At least 5-years' professional experience in capacity development, support, and training of staff, partners in the field of protection is required.
- Demonstrated experience in interdisciplinary / multi-sector programs producing high-quality written materials (concepts/ strategies, training materials, etc.),
- Direct experience in co-developing winning proposals including gender and protection mainstreaming to institutional donors
- Strong experience in designing and facilitating protection-focused group processes, trainings, workshops, technical meetings, with proven skills in facilitating sessions for diverse groups.
- Strong knowledge of protection mainstreaming principles, inclusion of persons with disabilities and older people as well as of the humanitarian architecture in a IDP context.
- Must be capable of applying their skills and knowledge in a range of capacities, including direct implementation, advisory functions, training and the transfer of technical knowledge and management skills to others.
- Experience working in international organizations, humanitarian community and/or government; familiarity with the humanitarian reform, localization and Protection Working Group priorities/strategies.
- Experience of working with Local Partners, Local NGOs, government agencies, Development Partners, Civil Society organizations and integrating them into program implementation
- Strong interpersonal skills, coordination expertise and capacity to work under pressure; able to work well in a multi-cultural team environment, be responsive to changes in the context or work requirements, handle multiple assignments, and meet tight deadlines.
- Strong organizational, analytical and problem-solving skills
- Excellent communication skills, including fluent spoken and written English; Arabic language skills would be an asset.

Application procedure:

Interested applicants can submit their application (max. four pages) in English, including copies of certificates/ diplomas, national ID, providing names of three referees and a telephone contact.

Applications should be submitted by email to info@imatongemploy.com. Subject-line must be "APPLICATION GENDER AND PROTECTION MAINSTREAMING EXPERT"

Hard copies may be dropped to the Imatong Employment Solutions office in Hai Kuwait – please contact +211 921 277 383 for directions.

Please note that incomplete applications will be disregarded.

Only short-listed candidates will be contacted. Qualified females are strongly encouraged to apply.