



**POSITION:** Gender and Peacebuilding Officer

**LOCATION:** Pochalla

**STARTING DATE:** ASAP

Tearfund is a Christian international relief and development agency working globally to end poverty and injustice, and to restore dignity and hope in some of the world's poorest communities.

Our vision is to see all people freed from poverty, living transformed lives and reaching their God –given potential by:

- Envisioning churches to embrace their calling to address poverty and injustice
- Developing communities and building resilience, sustainably and holistically
- Changing unjust policies and practices to deliver justice for poor communities
- Enabling communities affected by disaster and conflict to recover quickly and be better equipped to face future hazards.

We are committed to developing experts who are inspired, resourceful, courageous, compassionate and equipped. If you are interested in working with us, take time to look around our website and discover more about our unique organisation.

Tearfund South Sudan Programme is looking for a suitable **South Sudanese** candidate to fill in the position of **Gender and Peacebuilding Officer** to be based in **Pochalla**.

#### JOB OVERVIEW

The job holder will primarily contribute to the successful implementation of the **protection, gender and peacebuilding** component and **mainstreaming into** the "Reconstruction assistance, sustainable income generation, and peacebuilding for resilience of conflict-affected populations and returning refugees" in Pochalla County, Greater Pibor Administrative Area **funded by BMZ Germany**. The functions shall include; ensuring effective implementation of the peacebuilding and social cohesion; coordinating **with other sectors and partners**; technical and administrative **support to the inter-church committee (ICC)** and capacity of local peace structures; ensuring effective mainstreaming of gender and church and community transformation (CCT) strategies in all sectors. He/she will integrate gender transformative approaches and mainstream protection concerns into all phases of project activities to ensure economic empowerment, social and gender justice. The post holder will support project team members in ensuring sex, age, and disaggregated data (SADD) in project activities and support protection issues and concerns in field activities. The role requires strong facilitation skills along with the ability to communicate and analyse complex information with partner organisations, staff, and the community.

#### POSITION IN ORGANISATION

- Grade: B1
- Reports to: Programme Manager with a dotted reporting line and liaises closely with **Gender & Protection Advisor, and Peacebuilding Technical Advisor**.
- Works with **field team** staff and partners to monitor the quality and status of the implementation of integrated programme wide objectives articulated in the project proposal

#### ORGANISATIONAL REQUIREMENTS

##### KEY RESPONSIBILITIES

##### (a) Effective Implementation



- Work with the programme manager to ensure the protection mainstreaming principles are applied during all the phases of the project implementation.
- Lead protection and gender- focussed programmatic approaches and activities.
- Assist in piloting 'Transformative Masculinities' to promote Gender Equality and Gender Justice to the required quality standards.
- Ensure project components and activities are gender-sensitive as outlined in the project proposal and budget.
- Work with thematic sector colleagues to identify and capitalise on opportunities to integrate or improve the integration of activities or response.
- To ensure that target populations with protection concerns are identified, access services, and receive support, through appropriate referral mechanisms and that protection issues are addressed regularly and on time.
- Ensure the safety and protection of project participants including protection of women and girls from SGBV and sexual exploitation and abuse.
- To work closely with Gender and Peace Champions and other community groups to conduct periodic reviews on gender and protection and assess barriers/protection risks faced by women, children, and other groups at risk informing quality programme implementation action.
- In case of delay in project implementation, communicate to the programme manager on time.
- Ensuring the project strategies are implemented in full compliance with the Project Document in collaboration with other implementing partners and other stakeholders and under the overall guidance of the Programme Manager;
- Supporting Tearfund in reaching planned project outcomes and activities, in particular, in ensuring increased participation, awareness and influence of youth and women in community engagement.;
- Developing tools and activities to ensure youth engagement, to build facilitation and communication skills that bring diverse groups of beneficiaries together around common interests (e.g. environment, sports, culture, small business development etc.); social innovation projects as well as initiatives connecting religious and business community leaders CSO and intellectuals with youth;
- Supporting all communications and outreach activities with the Programme Manager as well as the Media and Communications Manager;
- Establishing and maintaining good working relations with relevant CSO partners;
- Preparing and updating joint work plans, budgets and progress, annual and financial reports as well as other reports as may be required by the Project Manager or the donor for review and approval;

Preparing analytical reviews and capturing lessons learnt from the project implementation; identifying follow-up actions, and providing assistance in design of project documents

#### (b) Management and Coordination.

- Providing technical support and coaching stakeholder participants on matters related to implementation in line with project objectives;
- Organising regular information sharing events in order to transfer knowledge and establish a network of like –minded civil society groups;
- Organising and implementing events within the peacebuilding segment and linking with other sectors; food security & livelihood, health & nutrition and WASH;
- Developing and/or adopting tools for training and data collection from activities and reporting on the progress as per project Logical framework.

(i) Providing administrative, technical and support to the project management team

Supporting the development of action plans, work plans;

Organising events, trainings and facilitating exchanges of experiences;

- Provide substantive input and support for peace and development programming.#
- Maintaining regular communication with local stakeholders;
- Participating in project monitoring and evaluation exercises and draft reports;
- Ensuring good cooperation and complementarity with the different sectors of the project..

ii) Ensuring effective mainstreaming of gender and church and community transformation strategies

- Supporting the goal to increase the number of women participants in peace building processes, dialogue activities and initiatives;
- Ensuring that all the data, when collecting and compiling inputs relating to the project, are gender disaggregated.

#### 4.2 Capacity building





- To facilitate group and community dialogue sessions by **gender and peace** champions, training sessions for community leaders, VSLA groups, food distribution committees, and peer learning and sharing events and ensure active participation and engagement at the community level to enhance social cohesion.
- Raise awareness of the organisation's PSEA policies in accordance with the organisation's policies and procedures.

#### 4.3 Monitoring and Reporting

- Maintain effective and efficient oversight and quality control of reporting processes by overseeing the timely implementation of *gender, protection & peacebuilding planned activities*.
- Ensure sex, age, and disaggregated data in monitoring and tracking of gender outputs.
- Identify impact and success stories relevant to the different protection-related GBV activities implemented.
- Continuously assess protection aspects, and gender dynamics in the operational context to ensure that the project focus, strategies, and activities for protection and gender inclusion and responding to GBV remain relevant and to propose adjustments when needed.
- Provide inputs into and consolidate monthly and quarterly progress reports on project activities.
- Ensure close coordination with the M&E team to report quality data for gender and protection-related outputs.

#### 4.4 EXTERNAL REPRESENTATION

- Build positive working relationships with local communities, Local government line ministries department, local churches, and other NGO representatives.
- Engage with local communities and community leaders to encourage local ownership of the programme, soliciting feedback and resolving issues together.

#### 4.5 CORPORATE POLICIES, MANAGEMENT SYSTEMS and PROCEDURES

- Contribute towards the promotion and adherence to Tearfund's Purpose, Basis of Faith, Core Values and Operating Principles.
- Undertake all activities in accordance with internal management systems, operating procedures and policies, and monitor field-based work to maintain compliance.

#### 4.6 PERSONNEL MANAGEMENT

- Promote the conditions for effective teamwork and commitment to Tearfund values and operating principles.
- Ensure that staff respect gender equality and local culture in a sensitive way.
- Where appropriate provide pastoral support to members of the team

#### 4.7 GOOD PRACTICE AND INSTITUTIONAL LEARNING

- Ensure that activities are carried out in accordance with signatory codes of conduct and accepted good practice, and are compliant with legal, contractual and statutory requirements.
- Assist the Project Managers/Area Coordinators/Advisors to identify key lessons learnt from project reviews and evaluations.
- Encourage learning from sector staff and identify case study themes / issues from project experience for analysis, dialogue and possible formulation into emerging best practice and policy.

#### 4.8 SPIRITUAL LEADERSHIP

- Support staff's spiritual well-being and encourage adherence to Tearfund's Christian distinctiveness.
- Lead and participate in spiritual sessions of worship, prayer, teaching and reflection and be committed to the outworking of Tearfund's Missions, Values and Beliefs Statement.
- Participate in spiritual sessions of worship, prayer, teaching and reflection and be committed to the outworking of Tearfund's Missions, Values and Beliefs Statement.
- Responsible for maintaining your own spiritual development.
- Be committed to actively working and living in accordance with Tearfund's evangelical Christian beliefs.

#### Other Information

- Tearfund seeks, as an organisation, to be committed to Christ in all we are and all we do.
- Staff members need to be committed to Tearfund's ethos of professional excellence and spiritual passion.
- It is important that we are committed to relationships by following biblical principles and showing integrity in our dealings with each other.



- We seek as an organisation to be obedient to biblical teaching and evaluate our work and attitudes in line with biblical principles.
- An essential part of our working life is praying together as an organisation and as teams on a regular basis.



## PART 2 – PERSON SPECIFICATION

**JOB TITLE: Gender and Peacebuilding Officer**

	ESSENTIAL	DESIRABLE
<b>QUALIFICATIONS</b>	<ul style="list-style-type: none"> <li>● A degree in Peace &amp; conflict studies, Political Science, International Relations, International Development, Law degree, Gender Studies, Economics, Humanitarian and development studies, Social Work or similar field of study.</li> <li>● Good knowledge of and exposure to a wide range of conflict and GBV prevention, post conflict, peace-building, good governance, human rights and development-related issues</li> </ul>	
<b>EXPERIENCE</b>	<ul style="list-style-type: none"> <li>● Having experience of at least 2-3 years working with international organisation</li> <li>● At least 2-3 years' experience in peace, gender, and social integration</li> <li>● Experience of working in community</li> <li>● Proven experience in implementing SGBV and Protection in humanitarian context.</li> <li>● Experience working with GBV survivors and integration of Gender-Sensitive Approaches.</li> <li>● Delivering capacity building, support and advice to others</li> <li>● Experience in documentation of success stories and case studies in an appropriate and timely manner.</li> </ul>	<ul style="list-style-type: none"> <li>● Experience working with NGOs</li> <li>● Experience of implementing community engagement activities</li> <li>● Experience working in humanitarian response.</li> <li>● Experience in M&amp;E and conducting assessments.</li> </ul> <p>Knowledge of Sphere/GBV Methodologies and Tools.</p>
<b>SKILLS/ ABILITIES</b>	<ul style="list-style-type: none"> <li>● Good oral and written reporting skills in English.</li> <li>● Ability to speak Anyuak.</li> <li>● Excellent communication, report writing skills and facilitation skills</li> <li>● Ability to manage staff in a consultative and supportive manner</li> <li>● Knowledge in Ms-word and Excel</li> <li>● Ability to take command of a situation and make decisions</li> </ul>	<ul style="list-style-type: none"> <li>● Ability to speak Arabic,</li> <li>● Able to ride a motorbike (with driving/riding permit)</li> </ul>
<b>PERSONAL QUALITIES</b>	<ul style="list-style-type: none"> <li>● Be trustworthy and responsible</li> <li>● Willing to work under minimum supervision</li> <li>● Committed evangelical Christian</li> <li>● A committed and flexible team player</li> <li>● Cross cultural understanding / sensitivity</li> <li>● Well-developed interpersonal and team skills and ability to be flexible in demanding situations</li> </ul> <p>Willingness to travel and operate in basic conditions</p>	<ul style="list-style-type: none"> <li>● Patient &amp; tolerant</li> </ul> <p>People person – can present the 'caring face' of the programme</p>
<b>OTHER COMMENTS:</b> <ul style="list-style-type: none"> <li>● All roles require a DBS/Police check</li> <li>● Tearfund is a member of the <a href="#">SCHR Misconduct Disclosure Scheme</a></li> <li>● Personal identification information will be submitted against a Watchlist database, checked against criminal convictions as a counter-terror measure</li> </ul>		





**How to Apply:**

If you are the candidate we are looking for, please submit your CV and cover letter **only in English** as well as Tearfund application form- which can be collected from the HR Department at Tearfund office or find attached with the advert, Located in **Pochalla** detailing your experience for the post and include your daytime telephone contact. Applications online can be submitted to [southsudan-recruitment@tearfund.org](mailto:southsudan-recruitment@tearfund.org). The subject matter of your email should be the title of the job you are applying for.

Closing date for receiving applications is **2<sup>nd</sup> April 2024 at 5:00pm.**

**NB:**

- Applications once received are not returnable
- Female Candidates are encouraged to Apply
- Due to the urgency of the position, applications submitted will be shortlisted on a rolling basis, should there be suitable candidates, and the position may be filled before the deadline for applications.
- Only short-listed candidates will be notified.

