



Plan International
South Sudan
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PLAN INTERNATIONAL SOUTH SUDAN JOB ADVERTISEMENT

Plan International (PI), is an independent global child right organization – without religious, political or governmental affiliation that has been operating in South Sudan since 2006.

Plan recognizes that the geographical context and recent history have left the communities of South Sudan highly vulnerable to emergencies from political and inter-ethnic conflicts, influx of returnees, food insecurity, long dry spells and floods. Cognizant of the need Plan is implementing emergency and recovery response in six states of South Sudan, namely Central Equatorial, Eastern Equatorial, Western Equatorial, Lakes, Upper Nile and Jonglei. Program includes food assistance, agricultural rehabilitation, Food Security and Livelihood, Education in Emergencies and Child Protection in Emergencies. Plan International also works with both International and Local partners.

In order to enhance its response program, Plan South Sudan is seeking to recruit a qualified South Sudanese for the position of **Sexual Reproductive Health Rights Project Coordinator – Based in Pibor**.

No. of Vacancies (1)

Job Title:	Sexual Reproductive Health Rights Project Coordinator
Tenure	12 Months (With Possibility of Extension)
Grade	D1
Department	Programs
Reports to	Field Coordinator
Location	Pibor

Purpose of the Role:

The SRHR coordinator will be responsible for the coordination, implementation and day-to-day management of the SRHR components of the project. The SRHR Coordinator shall ensure that Sexual Reproductive Health is strongly integrated in child friendly spaces in the communities and other existing & upcoming projects.

Dimensions of Role:

- Provide technical oversight to SRHR integrated CPIE & Gender project, program implementation, which includes monitoring the budget progress, working planning, organizing support missions, contributing to reports both internal & external to donors and other program management.
- Work with the project team and partners to ensure SRHR behavior-change activities are gender transformative.
- As an integral member of the project team, ensure high quality data and learnings are available to inform planning, implementation and decisions.

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- SRHR coordinator will actively promote gender transformative approach in the project.
- Responsible for project design, overseeing implementation and monitoring while ensuring quality program delivery of the overall sexual and reproductive health rights and Pibor program area, networking, developing and strengthening partnerships and mainstreaming of child-centered community development.
- Contribute to regular project narrative reports, ensuring high quality data and learnings are available to complete reports on time.
- Key components of the position also include regional advocacy and networking, strategic thematic area planning, developing and strengthening partnerships and mainstreaming of child centered community development.
- Ensure the technical soundness, appropriateness and general quality in project design and planning.
- Ensure the mainstreaming of safeguarding children, Disability and Inclusion, youth economic empowerment in the program area.
- Coordinate provision of timely responses and guidance in the delivery of SRHR programs.
- Provide leadership into the project planning, implementation, monitoring and evaluation; assess the (integration) of activities and outputs, outcomes and impact of program interventions and activities in the program area.
- Demonstrate ability to design, plan and mainstreaming of gender in development projects.
- Proven ability of mentoring, coaching and training on gender equality and SRHR topics.
- Excellent communication (verbal and written) and interpersonal skills.
- Knowledge of child protection, gender transformation and Do No Harm approaches, women and children's rights frameworks, and best practices.
- Fluency in the English language (both oral and written) and simple Arabic will be an added asset.
- Competent user of MS Office packages, particularly Word, Excel and Power Point.
- Inclusive and empowering approach to SRHR, learning and capacity development.
- Commitment to working transparently with integrity.
- Demonstrated creativity and willingness to innovate.
- Flexible and adaptable work style to respond to an evolving context.
- Proven inter-personal and cross-cultural skills, and ability to build strong and productive relationships.
- Dealing with Problems or an ability to manage staff working under pressure and build excellent working relationships in short timeframe.
- The post-holder will need to have the ability to find solutions to difficult programmatic and management issues, taking corrective action as necessary.
- Dealing with and harmonizing multiple demands from client groups.
- Working effectively with multiple cultures and languages.
- Working in an environment where rapid change might suddenly alter priorities.
- Ability to work under pressure, prioritize and meet deadlines.
- Develop good working relations with MEAL and program staff to ensure that MEAL remains a high priority field in development and emergency programs;
- Participate actively in team planning and team coordination meetings to ensure that data collection and data quality is considered in teams' activity;
- Actively contribute to induction for new staff at the field level to ensure that M&E perspectives are considered



Safeguarding Commitments:

- Commit and contribute to an environment where children and adult program participants feel respected, supported, safe and protected;
- Never act or behave in a manner that results in violence including SHEA against a child, young person or adult or places them at risk of such violence;
- Be aware of and adhere to the provisions of the Safeguarding Policy, PSHEA Policy and COC of Plan International;
- Report and respond to safeguarding and SHEA concerns and breaches in line with the applicable procedures of Plan International;
- Maintain confidentiality of safeguarding and PSHEA concerns reported;
- Never participate in or support child marriages.

Dealing with Problems/Risks

Complexity of problems handled & the degree of investigation, analysis, & creative thinking required to solve them

- Facilitating cordial relationships with and among various stakeholders from a variety of backgrounds.
- Patience in dealing with difficult children
- Handling conflicting priorities and ad-hoc requests from various stakeholders in the best interest of the organisation.
- Given the wide scope of responsibility and limited resources, it is essential that the post holder is able to effectively manage a variety of tasks and clearly identify priorities.
- Creativity in developing strong partnerships and in making use of internal and external resources.
- Ensuring active and full participation all stakeholders.

Communications and Working Relationships:

Internal:

- Field coordinator
- Project Managers
- Education officers
- CFS volunteers
- CPiE Specialist/CPiE Coordinator
- Gender
- Visiting National Offices and Donors staff
- Other Plan staff

External:

- International/national and state institutions, agencies, clusters and donors
- Children, Adolescents and their families
- Parents and other members of the communities
- Local authorities
- Other partners

Knowledge, Skills, and Experience Required to Achieve Role's Objectives:

Knowledge

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Successful candidates will possess;

- Minimum University degree in Public health, Social Works, Gender Studies
- Clinical background in Medicine, Diploma in clinical Medicine, Midwifery, nursing with proven experience in SRHR and project management with 3yrs is an added advantage
- Social work with proven knowledge and experience in the field of SRHR/training in gender equality and/or SRHR with more than 3 years of experience hands-on in SRHR programming.
- Proven experience working in reproductive health and GBV projects.
- At least 3- 4 years of professional experiences in relevant field (Reproductive health, Public health & Gender or other related field)
- Knowledge of Child Protection & Gender.
- Ability to work individually and within a team with limited supervision. A self-starter.
- Good analytical, problem solving and project planning skills
- Able to communicate clearly and strategically with internal and external stakeholders as a representative of Plan. This includes effective negotiation and representation skills.
- Strong capacity building/training/coaching/mentoring skills with communities and internal and external staff
- Computer knowledge - Microsoft Word, Excel, Outlook
- Strong command of both written and spoken English and knowledge of local language strongly desired

Skills

- Coordination and leadership skills
- Excellent analytical, conceptual and strategic thinking skills
- Excellent writing skills, for both research and communication purposes
- Innovative and field oriented
- Good interpersonal skills

PLAN INTERNATIONAL'S VALUES IN PRACTICE

We are open and accountable

- Promotes a culture of openness and transparency, including with sponsors and donors.
- Holds self and others accountable to achieve the highest standards of integrity.
- Consistent and fair in the treatment of people.
- Open about mistakes and keen to learn from them.
- Accountable for ensuring we are a safe organization for all children, girls & young people

We strive for lasting impact

- Articulates a clear purpose for staff and sets high expectations.
- Creates a climate of continuous improvement, open to challenge and new ideas.
- Focuses resources to drive change and maximize long-term impact, responsive to changed priorities or crises.
- Evidence-based and evaluates effectiveness.

We work well together

- Seeks constructive outcomes, listens to others, willing to compromise when appropriate.
- Builds constructive relationships across Plan International to support our shared goals.
- Develops trusting and 'win-win' relationships with funders, partners and communities.
- Engages and works well with others outside the organization to build a better world for girls and all children.

We are inclusive and empowering

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- We empower our staff to give their best and develop their potential
- We respect all people, appreciate differences and challenge equality in our programs and our workplace
- We support children, girls and young people to increase their confidence and to change their own lives

Physical Environment

- Standard office environment with some exposure to heat, cold, dirt, noise and rainy weather conditions; dim or crowded surroundings, especially when in the field
- The post holder will be required to travel to the field very frequent

Level of Contact with Children:

- High level of Contact with Children:

Inclusion and Diversity.

Plan International is an equal opportunity employer within the meaning of the relevant UN convention, Equality, diversity and inclusion is at the very heart of everything that Plan International stands for. Qualified Women and people with special needs are strongly encouraged to apply.

Employment of Relatives:

Plan International South Sudan is an equal opportunity employer. however, it discourages employment of relatives of staff members because of the conflict of interest associated with it. While trying to avoid such cases, applicants are required to declare in writing if they have any relatives working with Plan International South Sudan.

Application Submission Details:

All applications marked on the right hand corner of the envelope “Application for the Position of “SEXUAL REPRODUCTIVE HEALTH RIGHTS PROJECT COORDINATOR-PIBOR” should be addressed to:

The HR & OD Business Partner
Plan International South Sudan
Juba, Hai Jerusalem.

Applications should be submitted in hard copies to Plan International Office in Pibor.

OR You can send your application via email to hr.ss@plan-international.org

The closing date for receipt of applications is before close of business on Wednesday, 9th November 2022.

Note: Applications submitted are non-returnable.

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