



International Organization for Migration (IOM)
The UN Migration Agency

SPECIAL VACANCY NOTICE IOM/BENTIU/SVN2022/33

Open to Internal and external candidates

Position Title : **Project Assistant (Protection, Gender Equality& Incl)**

Duty Station : **Bentiu, South Sudan**

Classification : **General Service Staff, Grade 5**

Type of Appointment : **Special Short Term, 6 months with possibility of extension**

Estimated Start Date : **As soon as possible**

Closing Date : **18 August 2022**

Established in 1951, IOM is the leading inter-governmental organization in the field of migration and works closely with governmental, intergovernmental and non-governmental partners. IOM is dedicated to promoting humane and orderly migration for the benefit of all. It does so by providing services and advice to governments and

IOM is committed to a diverse and inclusive environment. External and Internal candidates are eligible to apply for this vacancy. For the purpose of the vacancy, internal candidates are considered as first- tier candidates.

IOM in South Sudan has a broad range of programming centered around three broad areas: Humanitarian Coordination and Support; Humanitarian response and Resilience; and Peacebuilding, Transition, and Development. Humanitarian Coordination and support includes leading/co-leading the Camp Coordination and Camp Management (CCCM) and Shelter and Non-Food Items (NFI) Clusters, Displacement Tracking Matrix (DTM), Water, Sanitation and Hygiene (WASH) and management of WASH and Shelter and NFI Core-pipelines, Humanitarian Hubs and common transport services. Humanitarian response and Resilience includes CCCM, WASH, Shelter & NFI, Health, Protection, Gender equality and inclusion, Mental health and Psychosocial support and the Management of a Rapid Response Fund. Under Peacebuilding, Transition and Development, IOM South Sudan implements programming on Housing, Land and Property Page issues, Transition and Recovery, Transhumance conflict prevention, Community-based violence reduction, Community development and Migration Management.

The Project Assistant (Protection, Gender Equality and Inclusion) is required to strengthen protection, gender equality, and inclusion mainstreaming and integrated programming particularly in peacebuilding, livelihoods, Mental Health and Psychosocial Support (MHPSS) in Bentiu. The position is expected to support the delivery of protection, GBV prevention and response programming and build capacity of IOM's team and partners organizations on Protection, Disability Inclusion, GBV Risk Mitigation, GBV referrals, Psychological First Aid (PFA), and PSEA.

The position is to support IOM non-specialized sectors design and implementation of activities adheres to survivor-centered approach; as well as ensuring inclusion of different ages, genders, people with disabilities and other socially marginalized groups and whatever response is informed by a protection and gender analysis.

The Project Assistant will work under the direct supervision of the Protection Officer and report directly to the Project Coordinator (Protection, Gender Equality and Inclusion) based in Juba. In particular, the incumbent will undertake the tasks outlined below:

1. Assist with the identification, analysis and prioritization of protection and GBV issues with the different sectors at the field level in order to support in protection/GBV mainstreaming.
2. Support the implementation of Protection and GBV project activities, coordinate with the other sectors to achieve the intended protection outcomes for integrated projects and compile regular reports
3. Liaise and build partnerships with block leaders, chiefs, representative groups (women, youth, persons with disabilities etc), community leaders and other relevant actors to encourage participation in, support for and a better understanding of the program activities
4. Support the implementation/strengthening of Protection and GBV Mainstreaming in all Bentiu operations.
5. Support the implementation/strengthening of GBV service provision assessments and service mapping in operational areas.
6. Implement GBV prevention/gender transformative approaches including campaigns, community awareness and conducting dialogue sessions with the community.
7. Operationalize community-based referral systems ensuring adherence to GBV guiding principles and stigma reduction approaches.
8. Support the implementation of capacity building for GBV response services with IOM and partner organizations including for case management, psychosocial support, WGFSSs, referrals, clinical management of rape services.
9. Conduct timely and accurate monitoring of project activities for GBV implementing partners.
10. Support regular monitoring and provide recommendations to address gaps in the quality of health, case management and psychosocial support, GBV referrals for GBV survivors.

11. Support the development and capacity building of outreach workers on Protection, GBV and Disability Inclusion awareness and prevention materials and implementation of activities.
12. Support ongoing mentoring for all IOM staff and partners on psychosocial first aid and non-specialist response to GBV disclosure.
13. Ensure regular, accurate and timely reporting on activities.
14. Ensure coordination and maintain good relations with other GBV, PSS and Health actors.
15. Perform such other duties as may be assigned.

Desirable Qualifications and experiences

Education

- University degree in Social Work, Social Sciences, Psychology, Midwifery, Nursing, or a related field from an accredited academic institution, with at least three years of relevant professional experience.
- Completed advanced certificate from an accredited academic institution, with at least six years of relevant professional experience.

Experience

- A minimum of three years' experience in protection response programming especially involving human rights and capacity including on protection
- Experience working with GBV survivors and on GBV programmes focusing on psychosocial support and clinical management of rape services (CMR).
- Ability to deliver training, to coach and to manage case workers in GBV case management and psychosocial support and knowledge of CMR and strengthening referral pathways.
- Experience establishing and operating women and girl's friendly spaces.
- Good report writing skills.
- Solid organizational skills, the ability to be flexible and work well under pressure.
- Experience and ability working in difficult locations for extended periods of time.
- Good computer skills: knowledge of MS Word, Excel, PowerPoint and email/internet software.
- Previous experience in equivalent role in South Sudan is an advantage.

Desirable Competencies

Behavioral

- Inclusion and respect for diversity; respects and promotes individual and cultural differences; encourages diversity and inclusion wherever possible.
- Integrity and transparency; maintain high ethical standards and acts in a manner consistent with organizational principles/rules and standards of conduct.
- Professionalism: demonstrates ability to work in a composed, competent and committed manner and exercises careful judgment in meeting day-to-day challenges.
- Teamwork; develops and promotes effective collaboration within and across units to achieve shared goals and optimize results.

- Delivering results; produces and delivers quality results in a service oriented and timely manner, is action oriented and committed to achieving agreed outcomes.
- Managing and sharing knowledge; continuously seeks to learn, share knowledge and innovate.
- Accountability: takes ownership for achieving the Organization's priorities and assumes responsibility for own action and delegated work.
- Communication: encourages and contributes to clear and open communication, explains complex matters in an informative, inspiring and motivational
- Leadership: provides a clear sense of direction, leads by example and demonstrates the ability to carry out the organization's vision; assists others to realize and develop their potential.
- Empowering others and building trust; creates an atmosphere of trust and an enabling environment where staff can contribute their best and develop their potential.
- Strategic thinking and vision; work strategically to realize the Organization's goals and communicates a clear strategic direction.

Technical

- Displays mastery of subject matter
- Display awareness of relevant technological solutions and sustainability
- Execute tasks in a timely and accurate manner
- Coordinates and corresponds in a clear and concise manner
- Seeks to improve efficiency in tracking, monitoring and evaluating
- Follows up tasks to ensure timely completion
- Proactively develops new ways to resolve problems
- Allocates appropriate times and resources for own work and that of team members

Languages:

Thorough knowledge of English language is required. Knowledge of local languages is essential.

Method of application:

Interested candidates are required to complete the information in this link <https://ee.humanitarianresponse.info/x/#Yi5g> and submit a letter of motivation and curriculum vitae marked "**Project Assistant- Protection, Gender Equality and Inclusion**" through e-mail: vss@iom.int. Applications need to reflect the position title and vacancy number on the subject line.

Note: Incomplete applications will not be considered valid.

Women are highly encouraged to apply.

Deadline for applications: 18 August 2022. Only short-listed applicants will be contacted.

Posting period: 04 August 2022 –18 August 2022