



IOM International Organization for Migration  
OIM Organisation Internationale pour les Migrations  
OIM Organización Internacional para las Migraciones

**RE-ISSUING/EXTENSION OF VACANCY NOTICE**  
**IOM/JUBA/VN2017/07**

**Open to External & Internal Candidates.**

Position Title : **National GBV Response Officer**

Duty Station : **Juba, South Sudan(Roving)**

Classification : **NO-A**

Type of Appointment : **One Year Fixed Term, with Possibility of extension**

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

Closing Date : **03 January 2018**

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 migrants.

IOM is committed to a diverse and inclusive environment. Applications from qualified female candidates are especially encouraged.

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.

**Context:**

The National Gender-Based Violence (GBV) Response Officer will work under the direct supervision of the GBV Specialist. The successful candidate will lead operational aspects of strengthening GBV response services and referrals to ensure high standards of care are available for GBV survivors in IOM's operational areas. The person hired will ensure that technical experts are engaged to ensure adherence to South Sudan and international standards for GBV response.

The National GBV Response Officer will collaborate closely with IOM's Mental Health and Psychosocial Support (MHPSS), Migration Health Units and GBV sub-cluster partners. The National GBV Response Officer must operationalize a survivor-centered approach, actively work to reduce stigma and mitigate potential harm in the delivery of services, as well as ensuring access for people of different ages, genders, people with disabilities and other socially marginalized groups. In particular, the person hired will undertake the tasks outlined below:

1. Provide input on the design and lead the implementation of GBV service provision assessments and lead service mapping in operational areas;
2. Operationalize strengthening of community-based referral systems, entry points for reporting and adherence to GBV guiding principles and stigma reduction approaches;
3. Support the development of capacity building approach, materials and tools and facilitate input from technical experts to improve GBV response competencies among primary health, social workers and psychosocial support (PSS) staff on case management, psychosocial support, referrals and clinical management of rape services (CMR);
4. Manage capacity building for GBV response services, including delivering training in area of expertise and identification and management of technical experts for other GBV response competencies;
5. Conduct and supervise periodic technical monitoring and address gaps in the quality of service delivery of those working directly with GBV survivors (case workers, case managers, community health workers, health clinical staff, MHPSS staff);
6. Support the development of the GBV Behavior Change strategy and toolkit and the design, testing and roll-out of relevant information-education materials relevant for GBV response;
7. Conduct training and ongoing mentoring for IOM WASH staff and partners on psychosocial first aid and non-specialist response to GBV disclosure;
8. Develop and manage partnership with national NGOs and CBOs providing GBV services and activities;
9. Manage the GBV Response Assistant and provide supervision of the GBV community mobilisers;
10. Provide regular, accurate and timely reporting on activities;
11. Provide representation at the local level GBV sub-cluster when requested, and maintain good relations with other GBV, PSS and Health actors in South Sudan;
12. Perform such other duties as may be assigned.

The incumbent is expected to demonstrate the following technical and behavioural competencies:

### **Behavioural**

- Proven ability to work independently with minimum supervision
- Takes responsibility and manages constructive criticism
- Plans work and sets goals within area of responsibility
- Works effectively with all clients and stakeholders
- Promotes continuous learning for themselves and others
- Communicates clearly and constructively
- Takes initiative and drives high levels of performance management
- Contribute to a collegial team environment
- Ability to work harmoniously within a team from varied cultures and professional backgrounds
- Availability to work the field in basic living conditions
- Maintains confidentiality on sensitive issues/data
- Ability to treat all persons of concern with dignity, respect and without discrimination
- Incorporates gender, age, disability and diversity-related needs, perspectives, and concerns, and promotes equal gender participation
- Demonstrates commitment to gender equality and prevention of GBV
- Creates a respectful office environment free of harassment and retaliation, and promotes the protection from sexual exploitation and abuse (PSEA)

### **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

#### **EDUCATION AND EXPERIENCE;**

- University degree in Social Work, Psychology, Midwifery, Nursing, or a related field from an accredited academic institution with at least 5 years of relevant professional experience.

#### **EXPERIENCE;**

- Experience working directly with GBV survivors and providing GBV response services;
  - Ability to develop training curriculum and deliver training;
  - Ability to coach and manage case workers in GBV case management and psychosocial support or providing clinical supervision for health workers providing Clinical Management of Rape services;
  - Demonstrated ability to provide counselling;
  - Strong interpersonal and communication skills;
  - 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.

#### **LANGUAGES;**

- Required: Fluent written and spoken English, Juba Arabic
- Advantageous: Relevant local language for operational areas

#### **Method of application:**

Interested candidates are required to submit a letter of motivation and curriculum vitae marked “**National GBV Response Officer.**” to IOM office in Juba in person or e-mail [vss@iom.int](mailto:vss@iom.int). Applications sent through email need to reflect the position title and vacancy number on the subject line.

**Deadline for applications: 03 January 2018. Only short listed applicants will be contacted**

**Posting Period: 14 December 2017 to 03 January 2018**



