



International Organization for Migration (IOM)
The UN Migration Agency

VACANCY NOTICE IOM/VARIOUS/VN2020/06

Open to Internal and External Candidates

Position Title : **Gender and GBV Assistant (2Positions)**

Duty Station : **Wau, Malakal – South Sudan**

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

Type of Appointment : **One Year Fixed Term**

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

Closing Date : **September, 10 2020**

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 is the principal inter-governmental organization working in the field of migration. IOM's mission is to promote humane and orderly migration by providing services and advice to governments and migrants.

Present in Southern Sudan since 2004, IOM has 8 offices across 6 states and employs over 340 staff. IOM currently implements a range of humanitarian assistance, transition and recovery, border management and migration health initiatives in South Sudan, in co-operation with government and humanitarian partners as well as local communities. IOM has capacities in conflict analysis as well as monitoring of forced displacement/ population movement, expertise in community engagement, and service delivery across the humanitarian-development continuum.

As South Sudan transitions from a situation of protracted conflict towards one of increased stability, it is a developmental imperative for structures, services, and institutions to be in place that can manage stabilisation and serve as foundation for future development. In line with this, the World Bank has selected the IOM to be an implementing agency for the Enhancing Community Resilience Project (ECRP) that seeks to address an immediate need for basic services in selected areas of the country and strengthen local institutions' decision-making capacities, conflict resolution skills, and general integrity.

IOM is committed to addressing Gender-Based Violence (GBV) in Crisis through an institutional framework launched in 2018. In South Sudan, IOM has reinforced these commitments through a national GBV in crises action plan and transition, recovery, and resilience strategy (2019 – 2021) which aims to empower women and youth and prevent GBV. IOM aims to strengthen gender and GBV mainstreaming and responsive approaches as part of the ECRP.

The ECRP will support existing local structures and facilitate the participation of community members in local self-governance. Specifically, the project concentrates on establishing and capacitating Boma and Payam Development Committee (BDCs/PDCs) which actively promote the meaningful participation of women and inclusive of other marginalized groups. Once functional, BDCs and PDCs will be instrumental in directing the realization of infrastructure development at the local level.

Working together with United Nations Office for Project Services (UNOPS), IOM will be involved in establishing, constructing, and promoting the sustainability of community infrastructure and services. IOM will be responsible for engaging the local communities and ensuring that decision-making processes comport with standards and best practices for community driven development. The ECRP is planned as a three-year initiative starting in September 2020.

Under the technical supervision of the GBV Officer in Juba, and operationally under the Field Coordinators in IOM Wau or Malakal, Jongeli sub-bases of the Enhancing Community Resilience Project (ECRP). The successful candidate will be primarily responsible for supporting the ECRP team capacity building and adherence to Gender and GBV mainstreaming and integration aspects of the project.

1. Support organization and delivery of capacity building for inclusive women's meaningful participation and opportunities and GBV risk mitigation with the GBV technical team.
2. Support GBV technical team field assessment missions and update county level diagnostics on GBV service availability and gaps.
3. Provide support to the operational teams to promote and facilitate inclusion of women and marginalized groups in community development committees (BDCs, PDCs and county levels), operation and maintenance committees, and for women's skills building and employment in infrastructure development.
4. Conduct women's leadership training for women's engagement in BDCs and PDCs.

5. Conduct quarterly refresher sessions on GBV risk mitigation and psychological first aid, including sharing any updates to the GBV referral pathway/service mapping in the locations of operation.
 6. Support capacity building for the project team to conduct safety audit/consultation tools to mitigate GBV risks in project activities.
 7. Support capacity building and implementation of training on protection from sexual exploitation and abuse for project staff, volunteers, and vendors; and implement project risk mitigation measures in project locations.
 8. Conduct field monitoring against established benchmarks on gender and GBV mainstreaming and adherence to operational protocols and protection principles in project implementation.
1. Provide timely and accurate reports to the ECRP Field Coordinator and GBV technical team, including learning case studies/success stories as required.
 2. Perform such other duties as may be assigned.

Desirable Qualifications

- University degree in Social Work, Gender or Development Studies, Psychology, Human Rights, Education, or a related field from an accredited academic institution with three years of relevant experience; or
- Completed High school / Secondary school education with five years of relevant experience.

Experience

- Three (3) years of relevant professional experience.
- Demonstrated skills and experience in women's empowerment, GBV mainstreaming/risk mitigation and GBV prevention and response programming;
- Ability to deliver participatory capacity building on gender equality and GBV mainstreaming for adults;
- Strong interpersonal and communication 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;
- Previous experience in equivalent role in South Sudan is an advantage
- Good report writing skills;
- Good computer skills: knowledge of MS Word, Excel, PowerPoint, and email/internet software

Desirable Competencies

Behavioral

- Inclusion and respect for diversity: respects and promotes individual and cultural differences; encourages diversity and inclusion wherever possible.

- Integrity and transparency: maintains 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 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 way

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
- Incorporates gender-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).

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 "Gender and GBV Assistant" to e-mail: vss@iom.int. Applications needs to reflect the position title and vacancy number on the subject line. **Strictly On-line Applications will only be accepted.**

Women are highly encouraged to apply.

Posting Period: 27 August 2020 to 10 September 2020