



JOB ADVERTISEMENT

Job Title:	THRIVE Safeguarding Coordinator (1 Position)
Location:	Juba
Recruitment Status	Local Recruitment
Project	THRIVE Project
Reports to:	Country Director
Posting Date	30th August 2024
Closing Date	19th September 2024



General Description of the Programme

Established in 1977, GOAL is an international humanitarian agency dedicated to alleviating the needs of the most vulnerable communities. Currently operating in 13 of the world's most vulnerable countries, GOAL delivers a wide range of humanitarian and development programmes, ranging from humanitarian relief in disaster situations, to focusing on nutrition, food security, and building greater resilience and sustainable livelihoods.

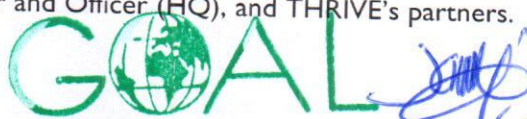
GOAL has been working in South Sudan since 1985 with a focus on health, nutrition, WASH, and food security and livelihoods. GOAL is continually adapting and responding to the context to support the communities where we work. Currently GOAL works in Twic County in Warrap state, Abyei/Agok in Abyei Administrative Area, Renk & Ulang Counties in Upper Nile state, & Kajo Keji County in Central Equatoria state.

GOAL works to incorporate four pillars in its approach to programming: influencing systems, building resilience, fostering inclusion, and social and behavioural change. GOAL's understanding of inclusion is that of a dynamic process that gives recognition, roles, influence and powers to individuals or groups in a particular system, counteracting the processes that create vulnerability, exclusion and discrimination. GOAL ensures that these processes are understood and used to inform programme design, with the aim of enabling people to participate in and shape their societies. GOAL understands that there are multiple intersecting factors that can affect inclusion, such as gender, age, (dis)ability, ethnicity and many more, and GOAL integrates these considerations within its programming approach to create change for those that are in some way marginalised, neglected, or excluded.

Job Purpose

The purpose of this role is to lead on safeguarding within GOAL South Sudan's FCDO-funded Transforming Household Resilience through Inclusive Economic Development (THRIVE) project. This will include overseeing the implementation of GOAL's safeguarding policies and guidelines, including the Child and Adult Safeguarding Policy, Child Protection (CP) Policy, Protection from Sexual Exploitation, Abuse and Harassment (PSEAH) Policy, the Code of Conduct (CoC) and the Whistleblowing Policy, with the aim of creating a working environment free from SEA of children or adults perpetrated by GOAL or its members.

The THRIVE Safeguarding Coordinator champions components of protection mainstreaming within the THRIVE project. The postholder will be responsible for working across a number of teams to provide Safeguarding-related technical assistance, capacity strengthening and support. The postholder will also engage with partners on Safeguarding and protection issues and will represent GOAL South Sudan on safeguarding and protection issues in external networks and fora. This is a new role on the team and therefore offers the postholder an excellent opportunity to shape and build upon a strategic area of work for GOAL South Sudan's THRIVE project. The postholder will be part of the THRIVE Programme Quality Team, reporting to the Country Director and will work closely with GOAL's safeguarding team (Country Focal Point and Senior Safeguarding Officer) at head office (Juba), Global Safeguarding Advisor and Officer (HQ), and THRIVE's partners.



30 AUG 2024

Duties and responsibilities

Technical Support

1. Prevention

- Develop a yearly Safeguarding Action Plan together with appropriate Heads of Departments, consortium partners with support from the Country Safeguarding team and Global Safeguarding Advisor.
- Report safeguarding progress and concerns to SMT on a bi-monthly or quarterly basis.
- Ensure local compliance with GOAL's Safeguarding Policies and the Safeguarding 7 Minimum Standards.
- Manage the Safeguarding budget ensuring that relevant activities, IEC materials etc are resourced and monitor financial transaction as per the Authorisation Matrix and delegation protocols.
- In coordination with the programme team ensure a project level risk assessment is conducted for all new projects.
- Participate in country office quarterly risk registers ensuring Safeguarding risks are identified at an early stage and mitigation measures put in place.
- Identify and select cadres for safeguarding field level focal points.
- Develop a functional system to receive reports from the field monthly, on activities conducted, issues identified/prevented and/or addressed.
- Coordinate on a monthly or bi-monthly basis a meeting with the SG Field Focal Points to assess the level of compliance to safeguarding policies and build their capacity in various aspects of Safeguarding.
- Support Human Resources to include best practices in safeguarding during recruitment, staff management and HR strategy.
- Support Human Resources in the follow up and review of staff who have more contact with children and/or vulnerable adults, and staff who are in position of power.
- Adapt tools, resources, training and information education and communication (IEC) materials for countering SEA that suit GOAL South Sudan's country context.
- Provide a 1-hour safeguarding induction to all new staff within 30 days of their employment.
- Deliver a one-day training of staff on safeguarding policies and procedures within the first 3 months of their employment.
- Ensure that the Training Management System is updated with staff who have received the induction and training on a monthly basis.
- Review and strengthen Safeguarding systems including local reporting procedures with support of the Global Safeguarding Advisor and CD.
- Improve the effectiveness of SEA prevention, detection, mitigation and response in the organisation, working through the countries' Managers, Human Resources teams and Complaint Response Mechanism (CRM) Managers.
- Work with programme managers to ensure that programmes are integrating safeguarding into all activities.
- Ensure safeguarding is embedded in new proposals and sufficient time and budget is allocated to strengthen safeguarding within programme implementation.

2. Safe environment to raise and discuss concerns

- Foster a working environment that is non-threatening, safe and actively addressing safeguarding in its processes.
- Create safe spaces where people can ask questions, be listened to and get answers about normal/ abnormal behaviors.
- Provide basic training on active listening and psychological first aid to staff.
- Work with the Global Safeguarding team to research and develop context appropriate innovative approaches to countering SEA and to address barriers to reporting.
- Communicate to staff about experiences and lesson learned on safeguarding.
- Work with accountability focal points to ensure that the CFM is accessible to children and vulnerable adults.

- Raise awareness to ensure vulnerable populations, including women and children have knowledge about our Safeguarding Policies and Code of Conduct and have access to GOAL's reporting mechanisms in line with the country office Community Engagement Plan.
- Ensure that appropriate records are maintained of SEA cases, suitable for admission in legal proceedings, ensuring data protection and confidentiality with guidance from the Global Safeguarding Team

3. Response to concerns

- Support Safeguarding investigations, when required, in collaboration with the Investigation Unit at HQ and the Global Safeguarding Team.
- Ensure the service mapping and referral pathway is updated on a yearly basis, liaising with local statutory, local, and international NGO and service agencies.
- Ensure staff are trained in using GOAL's Guide to Support a Survivor of SEA.
- Provide appropriate support and advice for those who are victims or survivors of abuse.
- Make appropriate referral to organisations that are mandated to provide emergency and ongoing support to abuse cases, in consultation with the Global Safeguarding Team, where appropriate, without disclosing confidential information (such as the name of the alleged perpetrator).
- Support individuals where appropriate when a referral to local authority is necessary.
- Organise support for all who may be affected by an enquiry (members of staff, partners, etc.)
- Work in partnership with authorities or external agencies seeking information to which they are entitled.
- Foster linkages with national and local structures (Ministry of Social Welfare) for strengthened case management and referrals.

4. Training & Capacity Strengthening

- Strengthen THRIVE's staff capacity on Safeguarding and ensure a clear understanding of key concepts through the development and delivery of inductions, trainings and awareness raising activities.
- Work alongside partners towards strengthening Safeguarding capacity and approaches in THRIVE's programme delivery.
- Facilitate spaces/platforms/channels through which good practices, latest resources, and learnings on Safeguarding can be shared with staff and partners to support the strengthening of Safeguarding/protection integration.
- Drive the establishment of and provide support to a Safeguarding focal point network across THRIVE and its partners.

5. Collaboration & Representation

- Represent GOAL South Sudan and the THRIVE project in Safeguarding/protection-related meetings, fora, working groups and networks.
- Work with the Resilience and Learning Lead and THRIVE Communication Coordinator to capture Safeguarding/protection-related success stories and learning briefs that can be communicated internally and externally to various audiences.
- Collaborate and build/maintain relationships with local Safeguarding/protection-focused organisations and groups in the project areas.
- Collaborate and engage with GOAL's Global Safeguarding Team and Safeguarding focal points from across GOAL teams globally.

6. Monitoring, Evaluation, Accountability and Learning (MEAL)



- Work with the MEAL Team to ensure that Safeguarding and Protection is embedded throughout the project MEAL tools and approaches as necessary, including but not limited to analyses and assessments, use of Safeguarding and Protection -sensitive indicators monitoring, evaluations, and learning.
- Support collaboration with the MEAL team, and specifically the Accountability function, to strengthen GOAL South Sudan's approach to Safe, Accountable & Inclusive Programming.

7. Oversight of Partners and suppliers

- Lead the safeguarding due diligence assessment of each Partner in line with the On-Granting partnership protocols.
- Support implementing Partners in their safeguarding policies.
- Provide an induction to all Partners and service providers on safeguarding
- Work with Logs + Procurement team to ensure Suppliers contracts are aligned to global protocols and the Supplier Code of Conduct.

We are Open and Accountable

We create a climate of trust inside and outside the organisation by being open, honest, and transparent. We hold ourselves and others to account for the decisions we make and for our impact on others, while doing what we say we will do.

Behaviours

The successful candidate must have high attention to detail, be responsible to manage own workload, and be a proactive communicator to request support or escalate issues. He/she should be a strong team member and able to support colleagues remotely.

- Act as a representative of GOAL and THRIVE to demonstrate the highest standards of behaviour towards children and vulnerable adults both in your private and professional lives.
- Commitment to upholding GOAL's values; demonstrating integrity, diplomacy, professionalism, reliability, and resilience.
- Collaboration: collaborative team player with the ability to work across teams and with partners.
- Adaptability and flexibility: Ability to manage a large workload and multiple tasks in a fast-paced environment with tight deadlines, and to continually reprioritise multiple tasks as a result of new information.
- Work style: Highly organised team player, pro-active and with demonstrated strong personal initiative. Proven solid analytical, and communication skills.
- Communication: Skilled communicator and ability to work effectively across multiple cultures, both in-person and remotely with diverse colleagues and stakeholders. Ability to communicate concepts and ideas in accessible formats for a variety of audiences.
- Self-motivation: proactive and results-oriented individual who can work on personal drive and initiative.

Requirements for the Job

Essential

- Masters in Sociology, Gender and Women's Studies, Development Studies, International Development, Human rights or any relevant discipline.
- Certification in Safeguarding Case Management or Investigation Skills training on Sexual Exploitation, Abuse and Harassment (SEAH).
- At least 3 years' experience in the development or humanitarian sector in the areas of safeguarding and protection.
- Experience conducting context analysis, child protection and gender programming, preferably in an NGO context.
- Demonstrable interest in working to prevent SEA.

- Demonstrable understanding of power relations.
- Skilled in identifying and mitigating risks.
- Strong facilitation and presentation skills.
- Strong people and budget management skills.
- Strong moral integrity.
- Ability to work collaboratively with a wide range of stakeholders.
- Commitment to upholding GOAL's values; demonstrating integrity, diplomacy, professionalism, reliability and resilience.
- Ability to quickly build personal rapport, trust, ease of communication and active listening.
- Empathy for the challenges survivors face in reporting and for the pressures an investigation places on stakeholders in general, including the alleged perpetrator and management.
- Commitment to, and knowledge of the Common Humanitarian Standards.
- Excellent self-awareness and understanding of the need for self-care, personal strength and resources to face possible hostilities related to its tasks.
- Strong commitment to confidentiality, experience of confidential case management systems.

Other:

- Able and willing to travel in the field, including at short notice
- Proficiency in local language of the population GOAL South Sudan serves.



Equal Opportunities

GOAL supports diversity and strives to create a discrimination free work environment where staff are supported to reach their full potential regardless of identity factors such as ethnic background, gender, colour, age, disability, marital status, religion, etc. GOAL continually seeks to strengthen leadership and capacity for, gender equality work supporting staff to understand how gender affects their own lives as well as the lives of people in the communities where we work. GOAL is committed to equal opportunities in employment and staff training and shall not discriminate in its recruitment processes. **Qualified female candidates who meet the above requirements are strongly encouraged to apply.**

Safeguarding

Children and vulnerable adults who come into contact with GOAL as a result of our activities must be safeguarded to the maximum possible extent from deliberate or inadvertent actions and failings that place them at risk of abuse, sexual exploitation, injury and any other harm. One of the ways that GOAL shows this on-going commitment to safeguarding is to include rigorous background and reference checks in the selection process for all candidates.

Accountability within GOAL

Alongside our safeguarding policy, GOAL is an equal opportunities employer and has a set of integrity policies. Any candidate offered a job with GOAL will be expected to adhere to the following key areas of accountability:

- Comply with GOAL's policies and procedures with respect to safeguarding, code of conduct, health and safety, confidentiality, do no harm principles and unacceptable behaviour protocols.
- Report any concerns about the welfare of a child or vulnerable adult or any wrongdoings within our programming area.
- Report any concerns about inappropriate behaviour of a GOAL staff or partner.



Application procedures

Interested Persons who meet the qualifications, experience and skills are required to submit their applications through the below:

1. For online applications, candidates are advised to submit your cover letter, updated CV plus copies of academic certificates & Nationality ID to goaljobs@ss.goal.ie
2. **Your attachment must not be more than 5MBs.**
3. For candidates who will wish to submit their applications in hard copy, drop your applications at GOAL head office located along Kololo Road near Sector four Police post in Tongping clearly addressed to the Human Resource Department, GOAL South Sudan P.O Box 166 Juba with the Job title indicated on the Envelope.
4. Note, this is a national recruitment for South Sudanese citizens only.

Do not submit original documents – GOAL will not be held liable for any lost documents. GOAL does not return applications and will retain documents in accordance with organisational policies.

Only shortlisted Candidates will be contacted

