

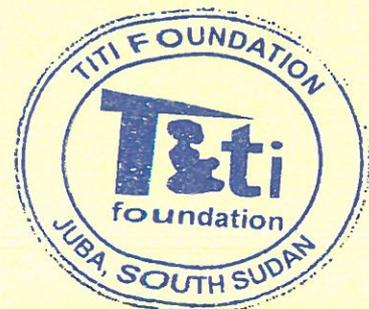
BACKGROUND: -

TITI Foundation is a national non-governmental organization (NNGO) formed by a **group** of south Sudanese professionals, from varied educational background and experiences. TITI is an abbreviation of **“TOGETHER IN TRANSFORMATIONAL INITIATIVES”**- promoting progress, peace and prosperity. The organization is registered (with the South Sudan Relief and Rehabilitation Commission (SSRRC), registration number 519 under chapter 3, section 10 of the 2013 South Sudan NGO Act We have been active in South Sudan since 2016 and are committed to the safety and protection of children rights from intentional and unintentional harm. To date, we continue to offer responses for returnees, internally displaced persons (IDPs) and the **host** communities in need of assistance to obtain durable solutions, addressing their food security, livelihood, education, water, hygiene and sanitation, peace building and conflict mitigation and nutrition needs.

Job Description	GBV Officer
Employer	TITI Foundation (TF)
Position Reports to	GBV Manager
Date	23.09.2024
Closing Date	11.10.2024

In accordance with Agency policy and procedures, the incumbent will be responsible for the following:

- Coordinating, implementing, monitoring and reporting gender/key population **activities**
- Participate in the development of program work plans especially the gender/key population activities to be implemented
- Conduct hotspot visits, and with support from the community mobilizer and **peer** educators, ensure enrolment of young key populations into the project
- Prepare reports on the status of project activities summarizing accomplished **activities**, problems encountered and solutions identified
- Organize and facilitate different capacity building trainings and workshops for **TF** staff and key stakeholders on women 's right and girls' empowerment and create awareness **about** gender equality and rights among TF staff and the local community
- Maintain regular communication and interaction with county governments (**gender** office) to facilitate and promote learning and information sharing
- Provide technical support to and identify opportunities for the development of **relevant** advocacy and communication/information materials to address gender issues
- Collaborate with other program leads in preparing and providing inputs on **gender** to their programs
- Assist in implementing knowledge management strategies to capture lessons **learned** and best practices about current and emerging gender issues, sharing these with management for **future** planning supporting training needs
- Perform other duties and responsibilities as assigned by supervisor and TF **management**
- Assume primary responsibility for daily project management and **implementation**, and ensure compliance with project donor agreements and project proposals, particularly expected **results**, outputs and activities in accordance with log frames and timeframes and notify the supervisor **immediately** as issues arise
- Support the collection and analysis of sex- and age- disaggregated data (**quantitative**, qualitative and anecdotal) as well as streamlining the needs assessment, collection and analysis **so** that it can be more effective in meeting beneficiary needs.
- Take the lead in project planning, and oversee implementation and budget **expenditures** to ensure effective use of resources against planned activities and expected outputs



- Ensure adequate project monitoring systems and evaluation procedures are in place applying appropriate tools in order to collect and update all progress indicators for the project
- Ensure the participation of the different stakeholders, including Titi Foundation programme staff, parents, students, and community members.
- Developing awareness raising and staff training programs to raise awareness on GBV
- Participate in the development and production of communication materials (leaflets, posters, brochures) to raise awareness on GBV and outreach to the community
- Conducting training for school Teachers and social workers to build their capacity and activate their role in GBV case management Act as the focal point for all Gender related issues
- Perform such other duties as may be assigned.

Coordination, specialized interventions and supervision:

- Providing day to day technical guidance on GBV to the programme specialized interventions by Titi Foundation and other programming to ensure standards and procedures are followed. Build strategic alliances with other key actors internally and externally to advocate for gender-sensitive programming. Define and implement coordination and follow up mechanisms within the specialized interventions, external actors and Titi Foundation programmes involved in detection
- Develop referral pathways for each specialized programme depending on the available services and the survivors' needs Establish a mapping of external actors providing services to victims of gender-based violence in the different areas of Titi Foundation Field operations and ensure the referral pathways are understood by all programme staff working on GBV. Work with partner UN agencies and civil society to formulate a coordinated response Compile and prepare quality monthly and periodic project progress reports, as well as the final report, and feed in other information as required by donors.
- Collect and promote good practices and lessons learned, contributing to a collection of replicable good practices for gender equality programming: Document the lessons learned from the different interventions and on developing best practices and knowledge management capacity.
- Ensure accurate data entry into the protection information management system and support the development of a database to track referrals across Programmes in coordination the Information management Officer.

Gender mainstreaming:

- Leads and facilitates gender mainstreaming, particularly through the Programme Chiefs and Area Chiefs and designated gender focal points of each department, and monitors implementation, by:
- facilitating coordination between Gender Task Force focal points and related departments in order to ensure tangible progress on implementation of gender policies and mainstreaming strategies;
- Convening and facilitating regular meetings of the Gender Task Force (GTF), including follow-up on tasks.
- providing support and advice to Departments' gender focal points, and following-up on the implementation and monitoring of the gender action plans;
- Provide technical support to and identify opportunities for the development of relevant advocacy and communication/information materials to address gender (in) equality issues.
- Raising key issues of concern related to gender to the Field Front Office through the adequate channels; Advises on gender perspectives in all aspects of the work of the departments, using own resources or outside expertise; coordinates with the departments to assure gender equality in overall objectives
- Facilitates organization of training with other Gender implementing partners, Gender Based Violence Teams, and senior officers; attends and contributes to gender-related training, workshops and meetings as and when required; represents Titi Foundation upon request at workshops and events where information on gender mainstreaming in the departments is requested
- Facilitate and support the integration of gender perspectives (such as the framework and checklists) in the programming across programmes.



- Coordinate with GBV Cluster and wide gender taskforce, ensuring coherence of established processes, and contributing to agency wide results on the implementation of the gender equality policy and strategy
- Work with the program manager and the Gender Focal Points on documenting the lessons learned from the different interventions and on developing best practices and knowledge management capacity.

Specific Requirements

Qualifications

- Bachelor's degree in gender, social sciences, development studies, , law or related field
- Minimum of 3 years of experience working on gender/ GBV issues.
- Experience working with key populations is an added advantage
- Familiar with Gender and GBV guidelines applicable to Kenya - Knowledge of gender tools applicable in gender sensitive programs
- Strong interpersonal and communications skills required
- Ability to communicate ideas in a culturally sensitive manner - Experience in establishing and sustaining working relationships with the county (gender) offices
- Experience in Knowledge Management will be an added advantage
- Strong interpersonal skills and a team player
- Ability to work under pressure and interact with diverse stakeholders
- Software. Proficiency with the following software: Microsoft Office Suite (Word, Excel, PowerPoint), EndNote or other citation software.
- Communication. Excellent written, verbal and visual communication skills required.

Confidentiality

Ensuring the non-disclosure of any information whatsoever relating to the practices and business of TF acquired in the course of duty or outside duty, to any other person or organization without authority.

Professional standards

The TF and TF workers must adhere to the values and principles outlined in TF way-standards for professional conduct. These are integrity, service and accountability. In accordance with these values, the TF operates and enforces policies on beneficiary protection from exploitation and Abuse, child safeguarding, anti-workplace harassment, fiscal integrity and anti-retaliation, combating trafficking in persons and several others.

Safeguarding policy

TITI Foundation has zero tolerance policy for safeguarding violations by staff, incentive workers, visitors, sub-grantees, suppliers/sub-contractors and implementing partners. Safeguarding at TF is an integral to the organization values and ethics, and staff and associates are expected to take all reasonable steps to prevent the sexual exploitation abuse, and harassment of any person linked to the program by both its employees and downstream partner.

Commitment on Protection from Sexual Exploitation and Abuse

The employee commits to adhere to the zero-tolerance policy of TITI foundation towards sexual exploitation and abuse and to take all necessary measures to ensure this policy is maintained and promoted. The employee commits to support all the efforts of the organization to prevent and respond to SEA allegations, in particular: Adhere to the TITI Foundation's code of conduct, prohibiting SEA, Mandatory reporting of any SEA situation the employee should become aware of the mandatory participation to all trainings and sessions on SEA organized and facilitated by TITI Foundation. The mandatory participation in good faith in any investigations or audit undertaken by the TITI Foundation following the reporting of a SEA allegation.

Equal opportunity employer



TF has an equal opportunity employer, considers all applicants on the basis of merit without regard to race, sex, nation, origin, religion sexual orientation, age, marital status, veteran status, disability or any other characteristic protected by applicable law.

How to apply

Application should include updated Curriculum Vitae (CV), National ID, cover letter and Academic documents and submit to email address titifoundationss@gmail.com or Hand delivered to TITI Foundation office, are located behind a blue flag along rock city road opposite Jehovah Witness, Nyakuron West.

only Shortlisted candidate will be contacted and attach photocopies, remember no return of the any documents.

The successful candidate will be subjected to a thorough background check and satisfactory references.

Female applicants are highly encouraged to apply.

