



**JOB ADVERT – ROVING CAPACITY-BUILDING ADVISOR
CSRF / SAFERWORLD**

Job Title:	CSRF Roving Capacity-Building Adviser
Location:	Juba, South Sudan with some field travel
Reporting to:	CSRF Capacity-Building Manager
Type of position:	National

CSRF / Saferworld are working together with Imatong Employment Solutions, to identify a Roving Capacity-Building Advisor for their work in South Sudan.

Imatong Employment Solutions (IES) is a South Sudanese human resource company, registered and operating in South Sudan since 2015.

Set up in response to an identified need to strengthen the human resource sector in South Sudan, we are dedicated to transforming the human resources landscape in the country. We provide quality holistic HR services to businesses, organizations and job seekers, making HR and broader organisational processes easier, more transparent, fair, and respectful for all, with a focus on South Sudanese talent at all times.

About CSRF / Saferworld

Saferworld is an independent international organisation working to prevent violent conflict and build safer lives. We work with people affected by conflict to improve their safety and sense of security and conduct wider research and analysis. We use this evidence and learning to improve local, national and international policies and practices that can help build lasting peace. Our priority is people – we believe in a world where everyone can lead peaceful, fulfilling lives, free from fear and insecurity. We are a not-for-profit organisation operational in 12 countries across Africa, Asia and the Middle East.

The Conflict Sensitivity Resource Facility (CSRF), funded by the British, Swiss and Dutch, donor missions and the European Commission Delegation in Juba, is a Saferworld-managed project that supports the integration of conflict sensitive principles and practices into donor strategies and donor-funded programming in South Sudan. Conflict sensitivity is a programming approach that emphasises strong contextual analysis and programmatic flexibility to minimise aid’s negative consequences and maximise its positive impacts. Conflict sensitivity is particularly important in volatile, conflict-affected contexts where inadequate understanding of conflict and political dynamics can lead to donors and implementing partners inadvertently exacerbating the conflict.

The CSRF programme is implemented by a consortium of NGOs led by Saferworld in collaboration with swisspeace. The post-holder will be employed by Saferworld.

Saferworld is committed to providing a safe and trusted environment that safeguards our staff, partners, and communities. Our organisational integrity is derived from the values and principles that underpin and guide our work.

Job purpose:

In coordination with the CSRF Team, the Capacity-Building Adviser will deliver trainings, provide mentorship, tailored accompaniment and support donor and partners’ staff to incorporate conflict sensitivity into the design, implementation, and monitoring of aid programmes in South Sudan. The post holder will be responsible for assessing conflict sensitivity of a number of international and national NGOs, developing support plans to improve conflict sensitivity, and implementing these plans in collaboration with the NGO. They will work with the Capacity Building Manager and their counterpart in the Capacity Building Adviser -Roving and other members of the CSRF team to develop and deliver trainings and provide mentorship/accompaniment to a range of aid actors. This includes support to the project’s NNGO mentoring programme, bespoke trainings, and tailored support.





Roles and responsibilities:

Technical leadership and strategic input

- Provide high quality inputs into the technical design of CSRF services and outputs.
- Collaborate with Saferworld's Senior Advisers in London to draw on Saferworld's (and partners') existing methodologies and experience on conflict sensitivity.
- Support the donors in developing joint guidance on conflict sensitivity for their work in South Sudan.
- Identify policy lessons and develop strategies for disseminating these to donors in South Sudan and internationally.

Capacity-building and training design, development, and delivery

- Lead on design, development, and delivery (with relevant CSRF staff) of conflict sensitivity capacity-building processes for CSRF donors and their implementing partners.
- Deliver high quality, participatory training, mentoring, and accompaniment activities on conflict-sensitive programming for targeted donors and implementing partners, mainly on the state level in South Sudan, with the majority of this work in support of the Humanitarian, Development and Peacebuilding (HDP) Nexus approach.
- Provide guidance and support to selected aid actors through capacity-building activities.
- Lead on the development and rollout of capacity-building support to selected tailored support partners.
- Provide support to conflict sensitivity champions and over see their activities in the field/state level

Representation and beneficiary relations

- Raise the CSRF's profile among the donor community and international partners in South Sudan on the state level (and internationally as appropriate).
- Represent the CSRF at international policy and/or lessons learning events.

Relations with Consortium Members and Donors

- Support the CSRF Director and other CSRF team members to develop and maintain strong working relations with CSRF donors, their implementing partners, and other operational agencies in South Sudan.
- Coordinate the inputs of staff from other Saferworld teams, notably the Senior Policy Adviser/s supporting the CSRF activities, to adapt capacity-building plans and activities.
- Support the sharing of lessons, analysis, and skills development opportunities between CSRF staff and other Saferworld staff in South Sudan.

Safety, security and risk management

- Ensure that project activities and collaboration with partners adhere to Saferworld's global and South Sudan country programme's safety and security policies and procedures.
- Identify potential risks to the CSRF, staff, or partners and work with the CSRF Director to mitigate or otherwise address these.

Key working relationships

- **CSRF** – work collaboratively with the CSRF consortium to link the capacity-building work with the project's research, analysis, outreach, and learning agenda.
- **Saferworld Conflict Advisory Unit** – work collaboratively with the CAU to develop conflict sensitivity capacity-building materials and courses that align with CSRF's mandate.
- **Donors, UN Agencies and INGOs** – develop and maintain relationships with donors and other organisations working in South Sudan, on conflict sensitivity issues, or on the South Sudanese context more broadly.
- **Aid workers** – network with individual aid workers to support CSRF's outreach with regards to capacity building, information sharing and learning around conflict sensitivity.
- **NGOs** – Work closely with and maintain positive working relationships with South Sudanese National NGO leaders and staff.

Person specification

Knowledge, qualifications and experience

- A university degree in a related field or equivalent professional experience;
- Relevant work experience in a conflict or fragile context [required];
- Strong experience in humanitarian and/or development and/or peacebuilding sectors [required]
- Experience in designing, developing, implementing, and evaluating seminars, workshops, and trainings [required] / including use of facilitation tools or approaches for online and/or hybrid events [desirable]
- Knowledge in the areas of institutional development, institutional memory, organisational health, and knowledge management [desirable]



- Knowledge of humanitarian principles, systems, and approaches [preferred]
- Knowledge of conflict sensitivity principles, practices and approaches [required];
- Knowledge of monitoring and evaluation, particularly in relation to conflict sensitivity and/or gender, would be an advantage
- Knowledge on Humanitarian Development Peace (HDP/triple Nexus) [desirable]

Skills and abilities

- Exceptional facilitation, training, and capacity-building skills
- Excellent written and oral communication skills in English
- Proven ability to work alongside, and to learn from, a wide range of people in a diverse team
- Creativity, flexibility, self-motivation and the ability to prioritise workloads to meet deadlines;
- Proficiency with Microsoft Office, Excel, PowerPoint, and Outlook
- Ability to lead/substantively engage in lessons learning processes
- Ability to comfortably perform in remote field locations without usual amenities while on mission

Personal qualities

- Commitment to and compliance with Saferworld's safeguarding principles
- Commitment to respect and value equality and diversity, and understanding of how this applies to own area of work
- Commitment to own continuing personal and professional development
- Commitment to the vision, mission and values of Saferworld
- Commitment to improving international engagement in conflict-affected contexts and experience-based ideas as to how this can be achieved

Other requirements

- Frequent Travel to sub-national and remote locations in South Sudan to areas recently affected by violent conflict
- Occasional travel in the East Africa region whenever required

Application process

Interested candidates are asked to provide their current CV and cover letter, expressing their motivation for applying and their relevant experience/expertise. This position is open to South Sudanese nationals only.

The applications are to be submitted at <https://imatongemploy.com/job-application-form/>

Hard copies may be dropped to the Imatong Employment Solutions office in Thong Ping. Please contact +211 921 277 383 for directions.

Applications should not reach later than **17th January 2025 at 5pm.**

Please note that due to the anticipated volume of applications, only shortlisted candidates will be contacted. We thank you for your interest in the position.

