



## UN VOLUNTEER DESCRIPTION OF ASSIGNMENT

### Preamble

The United Nations Volunteers (UNV) programme is the UN organization that promotes volunteerism to support peace and development worldwide. Volunteerism can transform the pace and nature of development, and it benefits both society at large and the individual volunteer. UNV contributes to peace and development by advocating for volunteerism globally, encouraging partners to integrate volunteerism into development programming, and mobilizing volunteers.

In most cultures volunteerism is deeply embedded in long-established, ancient traditions of sharing and support within the communities. In this context, UNV volunteers take part in various forms of volunteerism and play a role in development and peace together with co-workers, host agencies and local communities.

In all assignments, UNV volunteers promote volunteerism through their action and conduct. Engaging in volunteer activity can effectively and positively enrich their understanding of local and social realities, as well as create a bridge between themselves and the people in their host community. This will make the time they spend as UNV volunteers even more rewarding and productive.

- 1. UNV Assignment Title:** UNV Gender Specialist (Outcome 4 and 7)
- 2. Type of Assignment:** International UNV volunteer
- 3. Project Title:** 000-Governance Support to State - Community Security & Arms Control (CSAC)
- 4. Duration:** 12 months (renewable based on performance and availability of funding)
- 5. Location, Country:** Juba, South Sudan
- 6. Expected Starting Date:** Immediate
- 7. Brief Project Description:**

The Republic of South Sudan became an independent state on July 9, 2011 after 99% of the population voted for cession from northern Sudan in the January 2011 Referendum. The attainment of independence by South Sudan has opened an unprecedented window of opportunity to turn the devastation of over 20 years of civil war, displacement and underdevelopment into a new era of peace and prosperity.

UNDP has engaged, through its Crisis Prevention and Recovery Unit (CPRU), in spearheading its Community Security and Arms Control (CSAC) project that will be an integral part of the United Nations' support to the Government of South Sudan's efforts to build confidence, stability and security for communities in South Sudan as a key contribution towards more responsive governance, strengthened rule of law and improved recovery/development planning within the Comprehensive Peace Agreement (CPA).

Through State/Local Government and national rule of law institutions, and in conjunction with UN agencies and UN Rule of Law and Governance program and NGOs, the 3 main outputs of the project are:

- 1) The GoSS Community Security and Arms Control (CSAC) Bureau is formally established and operational
- 2) Improved security environment allows for development at the community level in South Sudan

The capacity of the South Sudan Peace Commission is enhanced in supporting peace building, conflict transformation and mitigation

**8. Host Agency/Host Institute:** CPRU/CSAC/ UNDP Juba

### **9. Organizational Context:**

After more than 21 years of war in South Sudan, a transformation is taking place with hope for sustainable development and peace. Such a hope is premised on the success of the Comprehensive Peace Agreement (CPA) concluded in January of 2005 between the Government of Sudan and the Sudanese Peoples' Liberation Movement/Army (SPLM/A). The adoption of the Interim National Constitution (INC), the Interim Constitution of South Sudan (ICSS) and the State Constitutions in the South ushered in a transitional legal and political framework and new era of responsibility for the recently formed Government of South Sudan (GoSS). The GoSS is currently engaged in an ambitious governance building process that grounds the CPA in a legal framework based on, inter alia, respect for human rights and the rule of law.

The legacy of decades of war has left a legacy of millions of small arms, inter- and intra-community conflicts, mistrust, divisions, trauma and the need for a broader reconstruction and reconciliation in South Sudan.

On 27<sup>th</sup> June 2006, the President of the GoSS, appointed members of the South Sudan Peace Commission (SSPC) with the task "to promote peace amongst the people of South Sudan and strive to consolidate the peace ushered in by the Comprehensive Peace Agreement". The SSPC was active in delineation/charting the contours of its political, organizational and institutional mandates through definition of its functions and responsibilities, establishment of 10 State offices and drafting of its Strategic Plan 2007 – 2011 including 6 strategic objectives:

1. Consolidating, monitoring and promoting the CPA
2. Building unity in cooperation with partners in pursuit of community and national reconciliation and healing
3. Transforming conflict by the development of early warning and rapid response mechanisms
4. Cross border peace building within the region
5. Advocacy and networking in the fields of peace building, good governance and participatory democracy
6. Building the capacity of the Commission and traditional structures in pursuit of peace

With a key mandate in what remained a very fragile peace, SSPC supported and facilitated several broad-based peace conferences in South Sudan (Greater Equatoria, Greater Upper Nile and Greater Bahr El Ghazal) and was involved in giving secretariat/facilitation support to the Government of Uganda and Lords' Resistance Army (LRA) peace talks in Juba.

The central role played by the SSPC necessitated its transformation from commission to a fully fledged Ministry of Peace and CPA Implementation through provision of Articles 55, 56 and 103 (1) of the Interim Constitution of South Sudan, in conjunction with schedule 8 of the Comprehensive Peace Agreement (CPA) and presidential decree number 62/2010. The MoP&CPAI will promote peace, reconciliation development and strive to consolidate the CPA gains in a post Independent South Sudan

The Ministry of Peace areas of focus in a post Independent Republic of South Sudan include:

- Peace Building and Conflict Prevention
- Stabilisation and promotion political processes and local dialogue.
- Prepare communities for long-term development.
- Monitor, oversee and implement the Comprehensive Peace Agreement.
- Design, develop and implement peace building and conflict prevention policies.
- Coordinate peace programs.
- Develop partnership with the local, national, regional and international institutions to promote peace and reconciliation.
- Strives to promote good governance
- Promote gender equity in peace building processes.
- Influence development of training curriculum of different institutions to reflect peace building and conflict prevention
- Coordinate peace programs.
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- Strives to promote good governance
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- Influence development of training curriculum of different institutions to reflect peace building and conflict prevention

Many actors, both national and international, are currently undertaking peace building activities in South Sudan, ranging from localized through to more regional interventions. Given the broad scope of this work, as well as the need for a more coordinated approach that can be used to effect greater prioritization of activities, the Ministry of Peace has sought to strengthen its own capacity to coordinate activities, as well as to deepen its partners' and its own understanding of conflict transformation in a post Independent South Sudan.

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Within these framework, UNDP- CPRU Unit and CSAC project will place a Peace and Community Security Expert within State Government offices to strengthen Coordination activities of Peace and Security actors within the State and support conflict transformation training program in the state of allocation. He/she will work closely with the South Sudan Peace Commission State Directors and Community Security and Small Arms Bureau at the State level to ensure synergy development in the three outputs of CSAC project.

This will support and strengthen the capacity of institutions, communities and individuals to analyse conflicts and solutions, seek healing for their years of trauma, while enabling them to participate more effectively in planning exercises at county and community level – a critical dimension in building good governance.

**10. Type of Assignment Place:** Assignment without family

**11 Description of tasks:**

**Summary of key functions:**

Under the direct supervision of the Project Manager, the Gender Specialist will contribute positively to CSAC performance on effective gender mainstreaming which aims to improve women's status in South Sudan. The successes at the programming level and at both micro and macro levels will contribute towards influencing policy for eliminating discriminatory laws and practices against women in South Sudan and for achieving gender equality. To this effect, she/he will have the following functions:

**1. Gender Analysis**

- Undertake a gender analysis to identify key programmatic areas and address constraints as well as develop an implementation strategy.
- Undertake the implementation of the 8 Point Agenda for gender equality throughout UNDP programming areas.
- Support programme teams by providing existing gender tools, assisting with developing clear performance targets and indicators within the framework of the 8 Point Agenda.
- Guide and coordinate systematic gender analysis and contributions to programming documents including UNDAF, CPAPs/CPDs), AWP, NHDRs, MDGRs, and any other instruments.

**2. Programme Development and Monitoring**

- Guide and support the implementation of a comprehensive Gender Mainstreaming Strategy and action plan for gender issues in post conflict situations.
- Guide the implementation of the 8 Point Agenda within the programming areas including training and guidance to UNDP staff on the implementation of the 8 Point Agenda on Women's Empowerment and Gender Equality.
- Coordinate, monitor and provide support towards the achievement of gender equality targets, aggregating results to inform programme and policy interventions at the country level and contribute to UNDP corporate reporting requirements.
- Provide leadership in building the capacities of UNDP staff to mainstream gender into their work. This will include designing practical operational tools, guidelines, and resources for gender mainstreaming.
- Monitor and Evaluate Gender related areas in Programmes.

**3. Developing Partnerships and Networks**

- Coordinate with and involve the South Sudan national network of women and women's organizations in key aspects of CSAC's development programming and ensure that all information and outreach activities target and involve both women and men.
- Develop and strengthen partnerships with existing national and international initiatives (especially those that focus on human rights, democratic governance, the promotion of women in peace-building and post-crisis situations, poverty alleviation, protection and assistance to victims of gender based violence) and represent UNDP in existing interagency coordination forums on gender issues.
- Identify opportunities for strategic partnerships with national research and academic institutions working on gender issues at the national level and take a lead role in directing gender related research and analysis within the South Sudanese context.

**4. Advisory Services**

- Provide advice and inputs to partner CSAC, national bodies and NGOs on the production of resource materials and training strategies that advance gender equality in the constitution making process as well as in the constitution itself.
- Facilitate the involvement of stakeholders and partners in gender policies and the mainstreaming process within national institutions.

**5. Knowledge Management and Advocacy:**

- Promote good practices and lessons learned, and organize trainings for UNDP staff and partners around the issues of the 8 Point Agenda.
- Coordinate the office's inputs and contributions to reports on gender equality and women's empowerment in compliance with related international commitments (i.e.: UN Resolutions 1325, CEDAW, VAW, MDGs, etc)
- Ensure the documentation of good practices, lead on the preparation of gender policy papers and guidance notes, etc.
- Coordinate the development of advocacy material at the national and sub national level to promote the 8 Point Agenda.
- Perform other related duties as required.

**Furthermore, UNV volunteers are encouraged to:**

- Strengthen their knowledge and understanding of the concept of volunteerism by reading relevant UNV and other publications and taking active part in UNV activities;
- Get acquainted with traditional and/or local forms of volunteerism in the host community.
- Reflect on and integrate into their work plan activities that will be undertaken as part of their assignment in order to promote volunteerism for development (V4D)
- Specific ways to promote volunteerism during the assignment and within working hours include:
- Networking and building relationships with local organizations, groups or individuals and supporting and/or participating in local volunteering initiatives;
- Encouraging, mobilizing and supporting co-workers, fellow UNV volunteers and members of the local community to play an active part in the development of their community;
- Contributing articles/write-ups on field experiences and submitting them for UNV publications/websites, newsletters, press releases, etc.;
- Initiating and/or participating in local volunteer groups. Assisting them in submitting stories, experiences to the World Volunteer Web site;
- Reflecting on the type and quality of voluntary action that they are undertaking, including participation in ongoing reflection activities.
- Promoting or advising local groups in the use of OV (online volunteering), or encouraging relevant local individuals and groups to use OV whenever technically possible.

**12. Results/Expected Outputs:**

- Gender policy and advise integrated into government plans, policies and priorities;
- Gender interventions linked to the broader 8 Point Agenda gender development strategy; and
- Gender targets and indicators established and mainstreamed into CSAC Programme

**13. Profile Requirements:**

a) Qualifications, skills, experience:

The incumbent must be a dynamic, multi-functional person, who supports UNDP with professionalism, dedication and client orientation. The following qualifications are required;

- Masters degree in economics, social sciences, law, international development, public policy, or related field;
- Minimum two years of relevant experience with increasing responsibility in development planning related to the promotion of gender equality and women's empowerment, including considerable experience dealing with policy makers at senior levels.
- Strong understanding of the gender context within a country emerging from conflict would be desirable.
- Experience of leading policy frameworks and new directions;
- Experience of conducting trainings in gender planning methodologies for a variety of participants;

b) Competencies and values:

- **Vision:** An in-depth understanding of the Programme's strategic direction and ability to transform it into a results-oriented work programme.
- **Professionalism:** Proven expertise in area of community development; in-depth understanding of and an ability to evaluate international.
- **Leadership:** Proven ability to provide effective leadership and transfer advice and knowledge to staff at all levels and from different national and cultural backgrounds.
- **Managing Performance:** Proven effective supervisory skills; ability to mentor staff and provide guidance and support.
- **Planning and Organizing:** Proven ability to establish priorities and to plan, organize, coordinate and monitor own work plan and provide advice and guidance to others; in-depth understanding of division's strategic direction; resourcefulness, sound judgment and decision-making skills.
- **Judgment/Decision-making:** Demonstrated sound judgment in resolving issues/problems; ability to proactively seek and recommend sound policy initiatives.
- **Creativity:** Ability to actively seek to improve programmes/services, offer new and different options to solve problems/meet client needs.
- **Communications:** Excellent and effective communication (verbal and written) skills, including ability to prepare reports and conduct presentations by clearly formulating positions on issues, articulating options concisely conveying maximum necessary information, making and defending recommendations; diplomacy and tact; ability to convey difficult issues and positions to senior officials.
- **Teamwork:** Excellent interpersonal skills; ability to establish and maintain effective working relations with people in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity.
- Accountability: mature and responsible; ability to operate in compliance with organizational rules and regulations;
- Commitment to continuous learning: initiative and willingness to learn new skills and stay abreast of new developments in area of expertise; ability to adapt to changes in work environment;
- Genuine commitment towards the principles of voluntary engagement, which includes solidarity, compassion, reciprocity and self-reliance; and commitment towards the UN core values.

#### **14. Living Conditions:**

- South Sudan is a difficult duty station, which is classified as a non-family duty station and is categorized as Security Phase III. There is a UN imposed curfew from 1:00am to 5:00am due to security and crime issues.
- There is basic infrastructure in the capital city, Juba, and very poor infrastructure in the states of South Sudan. UNDP has two residential compounds in Juba. There are also several hotels that are approved by the UN for accommodation in Juba. Accommodation in the states is very basic, and mostly available at UN agency compounds – i.e. prefabricated units/containers – or through local rentals.
- There are several mobile telephone companies providing services and SIMs can be easily bought with credit vouchers. A wireless modem will be providing by UNDP for accessing internet for IUNV personnel based in the States.
- There are restaurants serving food from different regions of the world in Juba, and markets and shops are fairly well-stocked with food items, clothes and other household goods. There are also local markets for vegetables and other farm produce in the States. The cost of living is generally high as almost all of the goods are imported.
- There are local banks dealing in both local and foreign currencies. Credit cards and travelers checks are not accepted.
- UN has clinics and dispensaries providing basic medical services.

#### **15. Conditions of Service:**

Contract is issued for 12 months at a time (renewable depending on mandate, availability of funding, operational necessity and/or satisfactory performance). Settling-In-Grant is provided. Monthly Volunteer Living Allowance (VLA) – intended to cover housing, utilities, and normal cost-of-living expenses – ranges between US\$ 2,424 and US\$ 2,874, depending on the number of primary

dependents. Hazardous duty station supplement (HDSS) amounting to US\$ 546 per months may be applicable in certain duty stations. Life, health and permanent disability insurances are included, as well as periodic home leave, final repatriation, and resettlement allowance. UNV will provide a copy of the UNV Conditions of Service to the successful candidate together with the offer of assignment.

**Description of Assignment prepared by Amanuel Gebremedhin, CPRU Team Leader:**

**Date: 25/01/13**

**Description of Assignment approved by UNV Country Office Team/Support Office:**

**Rachael Quast – UNV Programme Officer**

**Date: 25/01/13**

***Women candidates are highly encouraged to apply.***