

JOB DESCRIPTION.

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| Job Title: | Conflict Sensitivity Capacity Building Adviser |
| Location: | Khartoum, Sudan |
| Reporting to: | Head of Conflict Sensitivity Facility |
| Management responsibility (if applicable) | N/A |
| Type of position: | National |
| Grade and Salary: | A competitive INGO salary |
| Contract terms and hours: | 9 months (with possibility of extension) |

Background

Saferworld is an independent international organisation working to prevent violent conflict and build safer lives. We work with local 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 that everyone should be able to lead peaceful, fulfilling lives, free from insecurity and violent conflict.

We have a strong thematic focus to our conflict prevention work prioritising: people’s security and access to justice services; gender norms that cause and perpetuate violent conflict; the impact of external conflict drivers including weapons flows; conflict-sensitive political, economic, development, and security engagement; and inclusive and accountable governance and peacebuilding processes. We work in or on more than 25 countries and territories; we currently have regional and country programmes in Central and South Asia, the Caucasus, Eastern Europe, the Horn and Great Lakes regions of Africa, and the Middle East and North Africa. We have been working on and in Sudan and South Sudan since 2008, including on issues of community security, small arms control, and conflict-sensitive development.

Saferworld is beginning implementation of a one-year pilot project aimed at supporting the integration of more conflict sensitive practices into the policies, practices and programmes of aid actors and donors in Sudan. It draws upon Saferworld’s extensive experience of supporting similar processes in a range of contexts (e.g. the Conflict Sensitivity Resource Facility in South Sudan), coupled with our deep contextual knowledge and long-term, established relationships with Sudanese civil society from across the country.

The project is funded by the UK and will support individuals and organisations to develop a deeper and more nuanced understanding of the context within which they are operating, with the aim of ensuring that interventions do not aggravate conflict and instead maximise their potential contribution to peace. It will support aid actors to do this by **providing high-quality analysis, technical advice and capacity building**, and by **supporting lesson learning and the sharing of knowledge** about complex conflict issues in Sudan. The approach will be informed by continuous consultation with a wide range of local and international actors, and will adopt a flexible, iterative and adaptive approach. It is intended that the pilot project will transition into a multi-year facility, opening the door to a longer-term posting.

Job purpose:

The post holder will build and support the team’s efforts in capacity building for the Donor, its implementing partners in Sudan, and wider aid actors as relevant. The post holder will be responsible for facilitating self-assessments, identifying training and capacity-building needs, developing support plans to improve conflict sensitivity, and implementing these plans in collaboration with different actors working in Sudan. Such actors may include donors, national NGOs, international NGOs, UN or others. The post holder will work with the Conflict Sensitivity Facility team to develop and deliver trainings and provide mentorship to a range of audiences. The work will comprise

several components:

- Technical leadership and strategic input
- Capacity-building and training design and delivery
- Representation and beneficiary relations
- Safety, security and risk adherence
- Cross consortium and multi-donor relations

- Provide high quality inputs into the technical design of the Facility's services and outputs.
- Collaborate with Saferworld's Conflict Advisory Unit in London to draw on Saferworld (and partners') existing methodologies and experience on conflict sensitivity.
- Support the Donor in developing joint guidance on conflict sensitivity for their work in Sudan.
- Identify lessons and work with the Facility team to develop strategies for disseminating these to donors and relevant aid actors in Sudan and internationally.

2. Capacity-building and training design, development, and delivery

- Lead on design, development, and delivery (working with relevant Facility and Saferworld staff) of conflict sensitivity capacity-building processes for the Donor, its implementing partners, and wider aid actors as identified by the Facility.
- Deliver high quality, participatory training, mentoring, and accompaniment activities on conflict-sensitive programming for targeted donors, implementing partners, and relevant aid actors.
- Provide ongoing guidance and support to targeted beneficiaries through capacity building activities.

3. Representation and beneficiary relations

- Represent the facility at external meetings, including in the absence of the Head of Facility.
- Raise the facility's profile among the donor community and international and national aid actors in Sudan (and internationally as appropriate).
- Represent the facility at national and international policy and/or lessons learning events.

4. Safety, security and risk management

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

5. Cross-consortium and multi-donor relations

- Together with the Conflict Sensitivity Facility team, ensure collaborative working relationships with the donors and their implementing partners, and relevant wider international and national aid actors and civil society.
- Coordinate the inputs of staff from other Saferworld teams, notably the Conflict Advisory Unit, into capacity-building activities.
- Support the sharing of lessons, analysis and skills development opportunities between the Conflict Sensitivity Facility team and other Saferworld staff in Sudan.

Key working relationships

- Conflict Sensitivity Facility: Staff and associated key relationships and partners
- Saferworld staff in Sudan: Country Director, Programme Manager, Finance Manager, Project Coordinators
- HR/Operations Manager and Regional Security Adviser in Kampala
- Saferworld staff in London: Conflict Advisory Unit, Global Policy and Advocacy, Communications, Fundraising and Finance teams

Person specification

Knowledge

- A post-graduate degree in related field, or equivalent professional experience;

- Knowledge in the areas of institutional development, institutional memory, organisational health, and knowledge management desired;
- Knowledge of humanitarian principles, systems, and approaches preferred;
- Knowledge of conflict sensitivity principles and approaches desired;
- Knowledge of monitoring and evaluation, particularly in relation to conflict sensitivity and/or gender, would be an advantage.

Experience

- Sound work experience, which could include providing trainings, capacity-building and mentoring support, consulting, or systems development, in Sudan or similar context;
- Experience in applying a range of conflict sensitivity capacity-building and analysis methodologies;
- Experience of working on conflict, humanitarian, economic, gender, and/or governance issues in the East or North Africa region;
- Experience of working with international donors, international organisations, the corporate sector and/or large multi-mandate development NGOs, in particular in conflict-affected and fragile contexts;
- Commitment to improving international engagement in conflict-affected contexts and experience-based ideas as to how this can be achieved.

Skills

- Exceptional facilitation, training, and capacity-building skills;
- Excellent written and oral communication skills in English;
- Excellent written and oral communication skills in Arabic strongly preferred;
- 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 manage funds and budgets in line with procedures and independently, if needed;
- Ability to lead/substantively engage in lessons learning processes;
- Ability to comfortably perform in remote field locations without usual amenities while on mission.

Application process

To apply: Download and complete an application form at <http://www.saferworld.org.uk/jobs/jobs> and send to HR at jobs@saferworld.org.uk clearly marked Ref: CSF CBA

Deadline for applications: 3 January 2021

It is anticipated that selected candidates will be interviewed during the first two weeks of January 2021

We only accept completed forms so please do not send your CV