UN VOLUNTEER DESCRIPTION OF ASSIGNMENT

SSDR001373 – Psychosocial Support Specialist

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, UN 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, UN 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 UN Volunteers even more rewarding and productive.

General Information

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<th>Country of Assignment</th>
<th>South Sudan</th>
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<td>Host Institute</td>
<td>United Nations Development Programme</td>
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<td>Volunteer Category</td>
<td>International Specialist</td>
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<tr>
<td>Number of Volunteer</td>
<td>1</td>
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<tr>
<td>Duration</td>
<td>12 months</td>
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<td>Expected Starting Date</td>
<td>Immediate</td>
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<td>Duty Station</td>
<td>Juba [SSD]</td>
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<td>Assignment Place</td>
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Non-Family Duty Station

Living Conditions

South Sudan is a hardship duty station, which is classified as a non-family duty station as there is basic infrastructure in the capital Juba and the country. The highly recommended vaccination in South Sudan is Yellow Fever. Please note that without evidence of yellow fever vaccination, access to South Sudan is restricted. South Sudan is a Security Phase III level. There is a UN imposed curfew from 7:00pm to 6:00am due to security and crime.

All the international UN Volunteers upon arrival, will be housed in one of the two UNDP compounds. Although services are not fully developed, banking facilities, UN and private medical facilities, and telecommunications/internet services are readily available. UN Agencies, Funds and Programme’s personnel are provided medical services in the UN Agency clinic. Other medical services can be obtained at the UNMISS Level II hospital.

The political context of South Sudan remains hopeful with the formation of the Revitalized Transitional Government of National Unity expected in Feb 2020. The widely used currency for business transition in the South Sudan Pounds (SSP). The official exchange is currently at 180 SSP to the USD. Banking facilities are widely available, but the use of bank credit and debit cards is limited.

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Assignment Details

The Revitalized Agreement on the Resolution of the Conflict in South Sudan (R-ARCSS) signed in September 2018 brought hope of setting South Sudan on the path towards peace and development. However, communal violence, mainly triggered by access to resources and cattle rustling, continue and pose a risk to implementation of the peace agreement, healing and reconciliation among communities of South Sudan.

The people of South Sudan have been enveloped in decades of fighting, resulting in deep and longstanding grievances; social fractures; marginalisation; injustice and exclusion. Inter- and intra-communal conflicts are prevalent and exploited by political dynamics. Further, trust between communities is low slowing down the implementation of the peace agreement at national and community level. Lack of basic rights, services and security coupled with weak institutions, minimal law enforcement and checks and balances provide a fertile ground for relapse of violence. There is a deep culture of intolerance and revenge in some South Sudanese societies, which has been exacerbated by conflict, politicization of ethnicity and the general scarcity of justice, law and order services due to the absence of State authority at county, payam and boma levels. It is estimated that over 6.5 million people in South Sudan have been affected by trauma and 53% of people living in the United Nations ’Protection of Civilians’ site in Malakal, Upper Nile, suffer from Post-Traumatic Stress Disorder (PTSD). The African Union Commission of Inquiry on South Sudan noted in its final report that “trauma appears to be a key consequence of the conflict.”

To leave the trauma unaddressed is to invite a virulent repeat of cycles of violence, which has
Conflict affects women and men differently and often the violations women and girls face are ignored or under reported masking the gravity of the crisis. Sexual violence specifically has been used as a weapon of war by all warring parties. Women have been violated, raped, humiliated and forced to relocate. Although sexual violence is not exclusive to conflict, the current crisis has aggravated the intensity of sexual and gender-based violence. The culture of shame, around rape, is so severe that many women fear reporting the crime could lead to further repercussions, such as being forced to marry their rapist. Conflict has also disrupted gender roles within families and communities and therefore conflict management and peacebuilding interventions must be continuously informed by these changing roles.

More than half (51 percent) of the South Sudanese population is below the age of 18, and 72 percent of South Sudanese are younger than 30 years of age. Decades of civil wars have contributed to the numerous challenges that youth face today: lack of job opportunities, high levels of illiteracy, poverty, inadequate life skills, drug addiction and indulgence in criminal activities. Youth are excluded from decision-making at all levels and lack exposure to the experiences that would enable them to participate even if permitted. Young women are doubly discriminated against, expected to marry at or near puberty and to have children to gain some status in society.

The R-ARCSS provides for the formation of the Commission for Truth, Reconciliation and Healing (CTRtH) as a “critical part of the peacebuilding process in South Sudan, to spearhead efforts to address the legacy of conflict, promote peace, national reconciliation and healing. This provides the impetus for UNDP to address issues of trauma, to facilitate healing and reconciliation. A Trauma counsellor therefore is required to support UNDP works to help South Sudanese to dress, come to terms with, and recover from a traumatic event that have occurred during the decades of conflict, and thus, start the path to healing and reconciliation. The Volunteer will work in the Peace and Community Cohesion project, which aims to

I support the central and subnational governments and authorities to: a) establish and enhance the capacity of peace infrastructures to manage conflicts peacefully; b) deepen social, cultural and economic cohesion among communities to foster healing, reconciliation and peaceful coexistence; c) empower citizens, with voice, agency and participation in governance and peacebuilding initiatives and demand accountability; d) implement legal, policy and civilian frameworks on small arms and light weapons; and e) promote conflict sensitive access, use and control of natural resources by pastoral and farming communities in targeted conflict clusters.

Under the direct supervision of Project Manager, Peace and Community Cohesion Project the UN Volunteer will undertake the following tasks:

- Develop a training curriculum for community-based Volunteer Psychosocial Counsellors;
- Lead in selection and group formation of Volunteer Psychosocial Counsellors;
- Responsible for conducting training of Volunteers Psychosocial Counsellors;
- Monitor and ensure standards are adhered to in individual and group counselling sessions;
- Provide quarterly reports on issues arising from community-based counselling and healing processes;
- Ensure gender, inclusivity and diversity is mainstreamed in community-based counselling and healing process;
- Baseline and continuous assessment of conflict related trauma and stressors;
- Mapping of existence services and referral pathways/ opportunities for holistic support by other service providers;
- Support community on conflict induced trauma healing;
- Strengthen capacities for local peace infrastructure on trauma healing and psychosocial support
- Establish and strengthen linkages with other service providers in the field;
- Support development of a policy framework on psychosocial support to conflict affected communities in South Sudan;
- Contribute to knowledge development in the practice area.

Furthermore, UN Volunteers are required to: Strengthen their knowledge and understanding of the concept of volunteerism by reading relevant UNV and external publications and take active part in UNV activities (for instance in events that mark International Volunteer Day)- Be acquainted with and build on traditional and/or local forms of volunteerism in the host country- Provide annual and end of assignment reports on UN Volunteer actions, results and opportunities using UNV’s Volunteer Reporting Application- Contribute articles/write-ups on field experiences and submit them for UNV publications/websites, newsletters, press releases, etc.- Assist with the UNV Buddy Programme for newly-arrived UN Volunteers- Promote or advise local groups in the use of online volunteering, or encourage relevant local individuals and organizations to use the UNV Online Volunteering service whenever technically possible.

Results/Expected Outputs

- Capacity of communities to deal with conflict related trauma improved;
- Development of tools and procedures for Volunteer Psychosocial Counsellors
- Base line data on the state of conflict induced trauma in South Sudan
- The development of capacity through coaching, mentoring and formal on-the-job training, when working with (including supervising) national staff or (non-) governmental counterparts, including Implementing Partners (IPs);
- Age, Gender and Diversity (AGD) perspective is systematically applied, integrated and documented in all activities throughout the assignment
- A final statement of achievements towards volunteerism for peace and development during the assignment, such as reporting on the number of volunteers mobilized, activities participated in and capacities developed

Qualifications/Requirements
Required Degree Level
- Master degree or equivalent

Education - Additional Comments
- Psychology, counselling psychology, Community psychology; clinical psychology or developmental psychology

Required experience
- 24 months

Experience Remark
- 2-3 years
  - Experience in working in post conflict setting, providing group and individual counselling services;
  - Experience in developing community-based training curricular and adult learning methodologies;
  - Case and social work with vulnerable groups including women and children;
  - Familiar with social political settings of Africa and South Sudan in particular
  - UN or NGOs experience important but not compulsory;
  - Knowledge of peacebuilding and post conflict reconstructions;
  - Knowledge on international frameworks on protection of women and other vulnerable groups;

Language
- English (Mandatory), Level - Fluent
- AND - Arabic (Optional), Level - Working Knowledge

Area of Expertise
- Mental health Optional
- General human medicine (with clinical experience) Optional
- Social work Optional

Area of Expertise Requirement
- Experience in working in post conflict setting, providing group and individual counselling services;
- Experience in developing community-based training curricular and adult learning methodologies;
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Need Driving Licence
- No

Competencies & Values
- Adaptability and Flexibility
- Building Trust
- Client Orientation
- Commitment and Motivation
- Commitment to Continuous Learning
- Communication
- Creativity
- Empowering Others
- Ethics and Values
- Integrity
- Leadership
- Respect for Diversity
- Self-Management
- Working in Teams

Conditions of Service and other information

Condition of Service
- Click here to view Conditions of Service

Conditions of Service for International Specialist:

The contract lasts for the period indicated above with possibility of extensions subject to availability of funding, operational necessity and satisfactory performance. However, there is no expectation of renewal of the assignment.
A UN Volunteer receives a Volunteer Living Allowance (VLA) which is composed of the Monthly Living Allowance (MLA) and a Family Allowance (FA) for those with dependents (maximum three).

The Volunteer Living Allowance (VLA) is paid at the end of each month to cover housing, utilities, transportation, communications and other basic needs. The VLA can be computed by applying the Post-Adjustment Multiplier (PAM) to the VLA base rate of US$ 1,651. The VLA base rate is a global rate across the world, while the PAM is duty station/country-specific and fluctuates on a monthly basis according to the cost of living. This method ensures that international UN Volunteers have comparable purchasing power at all duty stations irrespective of varying costs of living. The PAM is established by the International Civil Service Commission (ICSC) and is published at the beginning of every month on the ICSC website http://icsc.un.org.

For UN Volunteer entitlements, kindly refer to the link https://vmam.unv.org/calculator/entitlements

In non-family duty stations that belong to hardship categories D or E, as classified by the ICSC, international UN Volunteers receive a Well-Being Differential (WBD) on a monthly basis.

Furthermore, UN Volunteers are provided a settling-in-grant (SIG) at the start of the assignment (if the volunteer did not reside in the duty station for at least 6 months prior to taking up the assignment) and in the event of a permanent reassignment to another duty station.

UNV provides life, health, permanent disability insurances as well as assignment travel, annual leave, full integration in the UN security framework (including residential security reimbursements).

UN Volunteers are paid Daily Subsistence Allowance at the UN rate for official travels, flight tickets for periodic home visit and for the final repatriation travel (if applicable). 

Resettlement allowance is paid for satisfactory service at the end of the assignment.

UNV will provide, together with the offer of assignment, a copy of the Conditions of Service, including Code of conduct, to the successful candidate.

**Supervision, induction and duty of care of UN Volunteers**

UN Volunteers should be provided equal duty of care as extended to all host entity personnel. Host entity support to the UN Volunteer includes, but is not limited to:

- Introductory briefings about the organisation and office-related context including security, emergency procedures, good cultural practice and orientation to the local environment;
- Support with arrival administration including setting-up of bank accounts, residence permit applications and completion of other official processes as required by the host government or host entity;
- Structured guidance, mentoring and coaching by a supervisor including a clear workplan and performance appraisal;
- Access to office space, equipment, IT support and any other systems and tools required to complete the objectives of the assignment including a host entity email address;
- Access to shared host entity corporate knowledge, training and learning;
- Inclusion of the volunteer in emergency procedures such as evacuations;
- Leave management;
- DSA for official travel, when applicable;
- All changes in the Description of Assignment occurring between recruitment and arrival or during the assignment need to be formalized with the United Nations Volunteer Programme.

**Application Code** SSDR0001373-6659

**Application procedure**

* Not yet registered in the UNV Talent Pool?

Please first register your profile at https://vmam.unv.org/candidate/signup. Important: After creating your account, complete all sections of your profile and submit it. Then go to ‘My Page’ at https://vmam.unv.org/candidate/mypage and click on the ‘Special Calls’ hyperlink. Lastly, select the special call to which you would like to apply.

* Already registered in the UNV Talent Pool?

Please first update your profile at https://vmam.unv.org/candidate/profile. Then go to ‘My Page’ at https://vmam.unv.org/candidate/mypage and click on the ‘Special Calls’ hyperlink to select the special call to which you would like to apply.

**Application deadline:** 01-04-2020
Disclaimer

United Nations Volunteers is an equal opportunity programme which welcomes applications from qualified professionals. We are committed to achieving diversity in terms of gender, nationality and culture.