

**CARE INTERNATIONAL IN UGANDA**

**About CARE International**

CARE is a global leader within a worldwide movement dedicated to ending poverty. We are known everywhere for our unshakeable commitment to defending the dignity of people. CARE works around the globe to save lives, defeat poverty, and achieve social justice. We seek a world of hope, tolerance, and social justice, where poverty has been overcome, and all people live with dignity and security. We put women and girls at the Centre of our work because we know we cannot overcome poverty until all people have equal rights and opportunities. CARE has been working in Uganda for over 50 years. Our ambition is to reach 2 million people through lifesaving and gender transformative programs for the next five years (2021 to 2025). CARE International in Uganda seeks to **recruit** a highly motivated and qualified professional to fill the following position:

**1. Advocacy Specialist; 1 Position, Location: Gulu**

**Job Summary:**

As a member of the senior program team of WAYREP, the Advocacy Specialist is responsible for providing technical support and leadership to the project on advocacy. S/he will support and lead CARE and partners in influencing the implementation of relevant international, regional, and national level frameworks to protect women and girls’ socio-economic rights, promote a life free from violence, and have Peace and Security (WPS).

**Application Procedure:**

**Candidates who are interested in the above job should submit an updated CV and Application letter. Also, please provide a daytime telephone contact and email addresses of 3 (three) work-related referees. All information to be sent via CARE’s recruitment email:****ugarecruitment@care.org** **indicating Advocacy Specialist in the email subject. The deadline for submitting applications is 10th December 2021. For any questions, please call our office on 0312258100/150.**

**CARE IS AN EQUAL OPPORTUNITIES, GENDER-SENSITIVE EMPLOYER; IT’S ALSO CORRUPTION, SEXUAL EXPLOITATION AND ABUSE INTOLERANT. Please Note that CARE International in Uganda does not ask applicants to pay money for recruitment.**

**N.B.: Refer to the job description below for more details about the job.**

**JOB DESCRIPTION**

|  |  |
| --- | --- |
| **Job Position Title** | **Advocacy Specialist** |
| **Name of Job Holder**  | TBD |
| **Date of Hire**  | TBD |
| **Job Grade and Step** | E |
| **Department/Program** | Gender Justice  |
| **Duty Station**  | Gulu |
| **Supervisor** | Project Manager |
| **Supervisees** | None |
| **Status of JD** |  | New  |  | Revised | X | No Change  |
| **Expected travel time** |  |  |  |  | X |  |
| **Date submitted to HR** | 20th November 2021 |

**About CARE**

CARE is a global leader within a worldwide movement dedicated to ending poverty. We are known everywhere for our unshakeable commitment to defending the dignity of people. CARE works around the globe to save lives, defeat poverty, and achieve social justice. We seek a world of hope, tolerance, and social justice, where poverty has been overcome, and all people live with dignity and security. We put women and girls at the Centre of our work because we know we cannot overcome poverty until all people have equal rights and opportunities. CARE has been working in Uganda for over 50 years. Our ambition is to reach 2 million people through lifesaving and gender transformative programs for the next five years.

**Project Summary**

The Women and Youth Resilience Project (WAYREP) supports women and girls as well as young men in refugee, host and urban communities to realize their rights through socio-economic strengthening, resilience building and reduction of Gender Based Violence (GBV). It contributes to SDG 5 “Achieve gender equality and empower all women and girls” with a focus on ending all forms of discrimination and violence against all women and girls. It is implemented in Arua city, Gulu city, and Terego district of Uganda, targeting urban community as well as refugee communities in Omugo settlement as well as host communities. CARE is looking for a self-motivated individual to fill the position of an Advocacy Specialist in the above project.

**Job Summary**

As member of the senior program team of WAYREP, the Advocacy Specialist is responsible for providing technical support and leadership to the project on advocacy. S/he will support and lead CARE and partners in influencing the implementation of relevant international, regional, and national level frameworks for the protection of women and girls’ socio-economic rights, promotion of a life free from violence and for Women to have Peace and Security (WPS).

Key technical areas under the leadership of this role include joint evidence-based advocacy on the above-mentioned topics, strengthening the capacities of CARE’s partners and women, youth and refugee led organizations and supporting their advocacy initiatives and actions, networking and collaboration with relevant stakeholders and networks/alliances/working groups at local, national, regional, and international level and introducing social accountability mechanisms.

**Specific Responsibilities**

**Responsibility 1: Evidence-based advocacy (35%)**

* Identify advocacy issues and lead/guide on evidence-based advocacy actions of WAYREP.
* Provide technical support in the implementation and institutionalisation of Policy Dialogue, in particular mainstreaming into Country Office advocacy plan.
* Work in alliance with Civil Society Organizations (CSOs), particularly with the women Activists, advocacy groups, CBTs, youths, refugee led organizations, and Community Based Organizations (CBOs) to advocate on identified issues.
* Develop and disseminate advocacy briefs, position papers, as required for different advocacy interventions.
* Contribute to the implementation of CARE Uganda’s Country Advocacy Strategy and the advocacy pillar of the Great Lakes GBV Impact Growth Strategy.
* Support the monitoring of the enforcement of the 3rd National Action Plan (NAP) on UNSCR 1325, UNSCR 1820, the Goma Declaration and its localization in Gulu city, Arua city, and Terego district.
* Introduce, support, and build on social accountability mechanisms like Community Score Cards for citizens and refugees to hold their leaders accountable on the enforcement of the relevant policies and frameworks.
* Implement the Policy Dialogue initiative within WAYREP project.
* Plan and implement advocacy related media campaigns including relevant capacity development for media, media activities such as investigative journalism, social media campaigns among others.

**Responsibility 2: Strengthening of capacities of different stakeholders (25%)**

* Capacity Building for CARE, partners and women, youth and refugee led organizations and activist groups focusing on knowledge and skills required for effective advocacy.
* Provide advice to partners in the development and implementation of their advocacy strategies, and in specific advocacy campaigns.
* Identify priority Women, Peace & Security initiatives and support their implementation (as much as possible with colleagues from CARE in Great Lakes Region).
* Work closely with other specialists to ensure synergies with other result areas, to identify critical issues in urban poverty and GBV in urban areas and develop advocacy plan, generate evidence, and implement advocacy activities to address them
* Communicate effectively with local partners and project participants to monitor implementation, identify project or capacity gaps and advocacy issues, identify / anticipate emerging and / or unanticipated risks and addressing these accordingly in liaison with project staff, partners, and CARE Austria.

**Responsibility 3: Networking (15%)**

* In coordination with the Project Manager, Represent CARE Uganda and the Project in relevant advocacy forums.

Collaborate with relevant Civil Society actors at local, national, and international level and networks on the United Nations Resolution Security Council (UNRSC) 1325, and CARE Austria.

* Establish and maintain networks and alliances with local, national, and regional (in collaboration with Great Lakes IGS team) advocacy/coalition organizations and participate in relevant local, national, and regional working groups and networks.
* Participate in relevant CARE advocacy platforms.
* Collaborate with the Advocacy Subgroup of the INGO Refugee Network on issues affecting refugees through CRRF.

**Responsibility 4: Communications (5%)**

* Provide capacity building to implementing partners to enhance their communications capacities.
* Contribute to the production of regional and international advocacy materials and messages, as well as learning briefs, in close cooperation with CARE Austria.

**Responsibility 5: Monitoring, Evaluation, Accountability and Learning (10%)**

* Work closely with MEAL unit to ensure advocacy activities of WAYREP are measured using CARE’s Advocacy Impact Measurement tools and are reported into PIIRS.
* With support from MEAL team, train implementing partners in monitoring and evaluation of advocacy activities.
* Review the M&E systems/ key advocacy indicators and support team to monitor the quality and impact of the implementation of all advocacy activities.
* Contribute to generating and documenting lessons learnt and knowledge on all advocacy activities, writing policy briefs and papers.
* Active contribution and participation in knowledge management processes and products, under the leadership Project Manager, PQL Manager and CARE Austria.

**Responsibility 6: Promote Gender Equity and Diversity & Safeguarding Practices all the time (5%)**

* Practice a behaviour that is consistent with CARE’s core values, and promotion of gender equity and diversity goals.
* Plays a leadership role in identifying and implementing initiatives that enhance CARE’s commitment to gender and diversity.
* Adhere to CARE Safeguarding policies and procedures, Protection from Sexual Harassment, Exploitation and Abuse and Child Abuse, the anti-discrimination and harassment policy, the code of conduct and the organizations values are always adhered to.

**Job Responsibility # 7 Any other duties assigned from time to time (5%)**

**Job and Person Specification (requirements)**

* Bachelor’s degree in Law, Human rights, or international relations. A post graduate Diploma or Masters in this field is a MUST.
* Practical experience in advancing advocacy initiatives on issues of GBV, displacement, urbanization, refugee rights, and women’s rights.
* Experience in capacity development on advocacy processes and tools.
* Excellent teamwork, networking, communication, and collaboration skills with a wide range of actors, both within the CARE International network, including CARE Austria, the Great Lakes IGS team on GBV, the CARE International Advocacy team and other actors on several deliverables
* Experience/ knowledge of international development and relevant humanitarian frame works, refugee rights, preferably in Uganda
* Ability to network, build relationships and establish collaboration with different partners, agencies local and international networks.
* Ability to link with community activists and social movements and experience/ understanding of the SASA methodology.
* Strong commitment to Gender Equity and Diversity (GED).
* Strong inter-personal communication and facilitation skills
* Knowledge of Monitoring and Evaluation including report writing, documentation and presentation.

**COMPETENCIES**

**• Excellence**: Sets high standards of performance for self and/or others; successfully completes assignments; sets standards of excellence rather than having standards imposed; ensures interactions and transactions are ethical and convey integrity.

• Integrity: Maintains social, ethical, and organizational norms; firmly adheres to codes of conduct and ethical principles inherent to CARE.

• **Communicating with Impact**: Diplomatically, logically, and clearly conveying information and ideas through a variety of media to individuals or groups in a manner that engages the recipient / audience and helps them understand and retain their message.

**• Facilitating Change**: Supports and manages the change process at CARE Uganda by developing a culture affirmative of change; encouraging others to seek and act upon opportunities for different and innovative approaches to addressing problems and opportunities; critically analysing evolving and fluid situations; facilitating the implementation and acceptance of change within the workplace; actively engaging with resistance to change.

**• Strengthening Partnership**: Identifying and utilizing opportunities within and outside of CARE Uganda to develop effective strategic relationships between one’s area and other areas/departments/units or external organizations to achieve CARE’s objectives.

• **Management Excellence**: Makes the connection between values and performance. Influences the performance of others, and ultimately, the performance of the organization. Sets direction, coaches & develops, promotes staff wellness & safety, practices & promotes compliance, models gender equity & diversity, communicates effectively.

**• Developing Teams**: Using appropriate methods and a flexible interpersonal style to help build a cohesive team; facilitates the completion of team goals.

• **Diversity** - Promoting, valuing, respecting and fully benefiting from everyone’s unique qualities, background, race, culture, age, gender, disability, values, lifestyle, perspectives, or interests; creating and maintaining a work environment that promotes diversity.

• **Adaptability-** Expected to well adjust with the country, the co-operating environment and with the Project team to function effectively and efficiently

• **Coaching -** Ability to demonstrate to enhance skills and capacity of staff working in the field and office for them continue to serve CARE in the future program activities

**SIGNATURES:**

|  |
| --- |
| **I have read, fully understood, and accept the requirements and responsibilities of this Job Description** |
| **Name of Job Holder:** | **Signature(s):** | **Date:** |
| **Name of Supervisor:** | **Signature(s):** | **Date:** |
| **Name of Supervisor:** | **Signature(s):** | **Date:** |