



CARE INTERNATIONAL IN UGANDA

JOB ADVERT

GBV & Protection Advisor- ECHO HIP

Application Deadline: 6th January, 2020

CARE International in Uganda seeks to **recruit** a highly motivated and qualified professional to fill the position of GBV & Protection Advisor- ECHO HIP. All interested candidates, especially female staff, who meet the requirements for this position are strongly encouraged to apply.

JOB SUMMARY

Reporting to the Consortium Manager ECHO- HIP, the GBV & Protection Advisor will be responsible for;

- The overall technical leadership in general protection, GBV, and Gender in Emergencies for an ECHO-funded consortium named Access Protection Empowerment Accountability and Leadership (APEAL) for refugees and host communities in Western Uganda. The consortium is led by CARE, comprising of several international and national NGOs, targeting Congolese refugees in Kyaka II, Kyangwali, and potentially Nakivale settlements. As such,
- S/he will lead a team of technical specialists on GBV prevention and response, general protection, child protection and will be responsible for quality assurance and learning for APEAL within these sectors.
- S/he will also be responsible for the development of tools, and curricula, roll out of trainings, technical representation on relevant fora, and advocacy at settlement and national level. Additionally,
- S/he will ensure harmonisation and coordination of all approaches within the consortium, and ensure technical synergies and referrals with other ECHO-funded consortia where relevant.
- S/he will model CARE's core values and particularly CARE's commitment to Gender Equity and Diversity and ensure CARE's Safeguarding policies are upheld by all consortium members and stakeholders engaging with the project.
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NB: Please refer to the JD attached for more details

Qualifications

Required Education and Training

Required Qualifications

- Post graduate qualification in a development field / Psychology, social sciences, anthropology, development studies or a related discipline, or undergraduate degree with a combination of multiple years of experience in the same field is required.

Experience

Required

- At least 7 years of experience working in Protection & GBV programs in humanitarian contexts of which 3 years should be with displaced populations and preferably refugees;
- Demonstrable experience in gender & protection mainstreaming and/or designing and implementing GBV specific programs in humanitarian settings;
- Knowledge and understanding of the IASC Guidelines and Policies on Protection and GBV in humanitarian context. Knowledge of ECHO Protection strategy strongly preferred;
- Proven experience with curriculum development related to GBV and protection

Desired

- Experience with advocacy related to GBV and Protection is preferred;
- Strong understanding of the political and legal issues related to asylum seekers and refugees;
- Experience in donor reporting and development of position/ briefing papers; iv) Ability to work under pressure with minimum supervision required;
- Cultural sensitivity and proven experience working in humanitarian context in the East and Central Africa region.

Application Procedure:

Interested internal candidates should submit their application letter and most updated CV including the names, day time telephone contact and email addresses of three work related referees through our recruitment email (ugarecruitment@care.org) by **6th January, 2020**. *Please indicate the job title in the email subject line.*

CARE IS AN EQUAL OPPORTUNITIES, GENDER SENSITIVE, CORRUPTION, SEXUAL EXPLOITATION AND ABUSE INTOLERANT EMPLOYER.

Please Note that CARE does not ask any applicant payment for any recruitment process.

For any questions please call our office on 0312258100/150



CARE International in Uganda
Job Description

Job Title: GBV & Protection Advisor
Project Name: ECHO - HIP
Program: Humanitarian Program
Location: Kyenjojo
Grade : E
Supervisor: Consortium Manager- APEAL
Date Employed: January 2020

Brief Project Background:

CARE International has been active in Uganda since 1969 and working in the country continuously since 1979, implementing a diverse portfolio of programs and projects ranging from emergency services to economic development and civil society building. Our current programming targets Women, Girls and youth as well as vulnerable groups such as the extreme poor, internally displaced people, children to provide assistance and opportunities for empowerment and sustainable development through addressing the underlying causes of poverty grounded on careful and thorough analysis of power relations between different groups in society and the local context in which they live and work. Our programming is guided by our core values of transformation, Integrity, Diversity, Equality and excellence.

Overall summary of position

The Protection and GBV Advisor will be responsible for the overall technical leadership in general protection, GBV, and Gender in Emergencies for an ECHO-funded consortium named Access Protection Empowerment Accountability and Leadership (APEAL) for refugees and host communities in Western Uganda. The consortium is led by CARE, comprising of several international and national NGOs, targeting Congolese refugees in Kyaka II, Kyangwali, and potentially Nakivale settlements. As such, s/he will lead a team of technical specialists on GBV prevention and response, general protection, child protection and will be responsible for quality assurance and learning for APEAL within these sectors. S/He will also be responsible for the development of tools, and curricula, roll out of trainings, technical representation on relevant fora, and advocacy at settlement and national level. Additionally, s/he will ensure harmonization and coordination of all approaches within the consortium, and ensure technical synergies and referrals with other ECHO-funded consortia where relevant.

S/he will model CARE's core values and particularly CARE's commitment to Gender Equity and Diversity and ensure CARE's Safeguarding policies are upheld by all consortium members and stakeholders engaging with the project.

Specific Responsibilities/Tasks

Responsibility 1: Provide overall technical leadership on GBV prevention & response and Protection to the consortium- (20%)

- i) Establish, lead and coordinate a team of experts from the different Consortium Members and map out a process for harmonization of models, approaches, Standard Operating Procedures (SOPs) for a gender and age responsive delivery of GBV and protection (including child Protection and General Protection) services to the targeted refugee and host community population, including identification of Extremely Vulnerable Individuals (EVIs), GBV survivors and victims of all forms of abuse and exploitation.
- ii) This includes reviewing existing SOPs and technical guidelines for targeting, for service package definition, for referrals and case management of the different Consortium to select the most appropriate ones, adapt and harmonize them for adoption at Consortium level;
- iii) Coordinate with other actors and other consortia including with the War Child Consortium for provision of counseling and with Humanity and Inclusion for provision of support to PWDs and with cash actors for referrals of EVIs to become recipients of cash in order to agree on referral protocols and monitoring of cases between the different organizations and consortia, ensuring our front line staff providing services to victims work closely together and use a survivor centered approach;
- iv) Monitor roll out of agreed upon SOPs and protocols for case management (GBV, CP and GP) within the Consortium and with other consortia and actors to ensure quality and timeliness of the response; Identify gaps and ensure corrective actions are immediately taken to continuously improve the quality of services based on the specific needs of victims and survivors.
- v) Closely monitor roll out of all prevention activities.

Responsibility 2: Ensure harmonization and coordination of all approaches- (20%)

- i) Review the approach around Adolescent Girls and how IRC's Girls Shine Model, Save's HEART and TEAM UP models, CARE's GBV preventers and Engaging Men & Boys in Emergencies (EMBiE) model and VSLAs will be aligned and coordinated to maximize impact on Adolescent Girls in a coordinated and most efficient manner to protect them from GBV, and other forms of abuse and exploitation, including early marriages, teenage pregnancies and survival sex. This will also involve leading a review of the various models and the development of a coordinated and integrated roll out of all prevention activities.
- ii) Responsible for gender responsiveness in all actions and decisions within Consortium (ie.g.use of CARE Gender Marker , Women Empowerment Framework etc)

Responsibility 3: Development and roll out of training curricula- (15%)

- i) Coordinate the development and review of all existing and / or new curricula to be used by the Consortium for all training activities, be it for GBV and Protection response, for GBV prevention and for protection mainstreaming in the other identified sectors;
- ii) Ensure all delivered trainings have modules and delivery approaches / methods that are well adapted to the audiences' needs, existing knowledge, literacy levels and roles; This may include pre-training assessments to determine existing levels of knowledge
- iii) Jointly with MEAL Advisor, ensure knowledge of all targeted trainees is measured before the training as well as after to measure change and also develop tools to track how acquired knowledge has been used (in line with expectations in proposal).
- iv) Ensure all trained individuals and organizations are tracked and documented in a database in collaboration with the MEAL team and can be followed up to monitor how acquired knowledge is being used;
- v) For the Protection mainstreaming activities and trainings of non-protection actors, conduct pre-trainings analysis with support the relevant Technical Working Groups to determine current protection mainstreaming levels and develop training packages that are well adapted to the prevailing situation.

Responsibility 4: Monitoring and Quality Assurance of GBV, Child Protection and General Protection activities- (25%)

- i) Work closely with both technical and MEAL teams to monitor the quality of the interventions and whether they are achieving the desired effects; Identify gaps and propose adaptations in models, strategies and SOPs to quickly correct;
- ii) Support the MEAL team to develop tools that can measure the performance of the consortium GBV and protection activities (e.g. develop a tool to measure the extent to which protection is included / mainstreamed in other sectors), collaborate on the development of the beneficiary database so that it can also support referrals and tracking of cases;
- iii) Lead regular technical reviews on all GBV, CP and GP activities and ensure lessons learned are well captured / documented and inform adaptation of approaches;
- iv) Ensure all activities, whether response or prevention, are gender and age responsive and also consider the specific needs of EVIs, such as elderly, PDW, et.c
- v) Support the MEAL team to prepare and conduct regular vulnerability assessments to inform targeting and lead on the development of vulnerability profiles to continuously inform the project and other actors;
- vi) Contributes to reporting efforts, reviewing technical reports from Consortium Members and partners and consolidating the information into Consortium level and donor reports;
- vii) Leads on coordinate the writing of technical learning briefs (writes self and / or reviews write ups of others), at least once per quarter.

Responsibility 5 Technical Representation and advocacy- (15%)

- i) Represent the Consortium in various TWGs at settlement and at national level, with priority to Protection and GBV TWGs;
- ii) Analyze strategies and policies by Government and key humanitarian actors under the CRRF (eg Sector level refugee response plans) and of relevance for refugees (e.g. the new Protection Solutions Strategy, the Resettlement and Land Strategy, etc) from a protection lens in order to identify protection gaps and advocate for more attention to protection. This may also include supporting the CRRF Secretariat to develop a Protection Response Plan.
- iii) Leads on coordinating advocacy efforts, including developing key advocacy messages, writing of advocacy briefs (writes self and / or reviews write ups of others), etc;

Responsibility 6: Other assigned duties – (5%)

Required Qualifications

- Post graduate qualification in a development field / Psychology, social sciences, anthropology, development studies or a related discipline, or undergraduate degree with a combination of multiple years of experience in the same field is required.
- BA in related field

Experience

- At least 7 years of experience working in Protection & GBV programs in humanitarian contexts of which 3 years should be with displaced populations and preferably refugees;
- Demonstrable experience in gender & protection mainstreaming and/or designing and implementing GBV specific programs in humanitarian settings;
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Desired

- Experience with advocacy related to GBV and Protection is preferred;
- Strong understanding of the political and legal issues related to asylum seekers and refugees;
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- Ability to work under pressure with minimum supervision required;
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