



Career Opportunity at CARE International in Uganda

ABOUT CARE INTERNATIONAL

CARE is a leading humanitarian and development organization fighting global poverty. We seek a world of hope, tolerance and social justice, where poverty has been overcome and people live in dignity and security. CARE International aims to be a global force and a partner of choice within a worldwide movement dedicated to ending poverty. CARE International has been working in Uganda since 1969 managing a diversified portfolio of gender transformative development and emergency interventions both through direct implementation as well as with a large number of local partners.

CARE International in Uganda **seeks to recruit highly motivated and qualified individuals to fill the position:**

1. Gender and GBV Specialist. Location-Gulu. 1 Position

JOB SUMMARY

As member of the senior program team of WAYREP, the gender and GBV Specialist is responsible for providing technical support and leadership to the project on gender and youth issues, on GBV prevention and case management and for ensuring key rights issues affecting women and girls in displacement (refugees in settlements or in refugees and host community in urban context) are addressed through policy advocacy, in close collaboration with the rest of the senior project team. S/he is also responsible for ensuring the project team, both CARE and partner staff and key stakeholders (e.g. from District authorities, relevant councils etc) have the minimum required understanding and capacity to implement in this highly gender transformative project. S/he also supports the MEAL function and ensures lessons learnt and impact on transforming gender norms during displacement and in the urban context are captured and disseminated.

SPECIFIC RESPONSIBILITIES AND TASKS

Responsibility 1: provide technical support to WAYREP on gender and youth issues at organizational and program level 30%

- Conduct a gender and youth analysis and ensure CARE's key gender tools (e.g. Gender marker, Rapid Gender Analysis, Women and Girls Empowerment Framework, etc) are well used to inform the project strategy;
- Based on the above, review and "engender" the overall project strategy and the different interventions under WAYREP to ensure they address the needs of targeted beneficiaries, taking gender and power dynamics into account, as well as age and other

characteristics (e.g. disability, origin such as refugee and non-refugee, rural versus urban, livelihood source, etc) in a coherent and mutually supportive manner;

- Take the lead on adapting and / or developing all gender specific related training materials, modules, guidelines, tools and approaches WAYREP will use;
- Support other specialists (eg. MEAL specialist, WEE Specialist, etc) to ensure their models, approaches, curricula, tools etc (gender elements of the V/YSLAs, engendering the delivery of Multi-Purpose Cash Transfers, etc) put gender, age and origin at the center, ensuring WAYREP uses a people centered needs based approach;
- Support the roll out and implementation of all gender transformative activities through accompaniment on the ground, direct delivery of training when needed, coaching / mentoring of staff and partners on gender and youth issues, on female urban poverty, etc;
- Lead capacity building efforts of entire WAYREP project team in Gender, Equity and Diversity, Gender in Emergencies and Prevention of Sexual Exploitation and Abuse;

Responsibility 2: Provide technical support to WAYREP on GBV Prevention 25%

- Ensure project team at all times has an updated knowledge of the drivers and manifestations / forms of GBV in the different contexts of the project (rural and urban and in refugee settlements), including ensuring we have a detailed understanding of what causes GBV for women, girls, but also men and boys (e.g. refugee girls in settlements, refugee women, Ugandan host community, refugee and Uganda women, girls men and boys in towns, etc) in order to ensure the different interventions under WAYREP reduce these risks (e.g. Cash transfers, VSLAs will address lack of money and food to meet basic needs, sensitization of parents and care takers can reduce the risk of early marriage, etc); While WAYREP is addressing GBV, the Specialist is expected to pay particular attention to the risk of Violence Against Women and Girls (VAWG);
- Develop and / or adapt all GBV & VAWG prevention materials (Curricula for training partners on GBV prevention, for training staff, volunteers, leaders etc including IEC materials, Sasa!, Role Model Men and Boys modules, Women Leadership in Emergencies Modules, etc), based on that knowledge;
- Support the project team to roll out all GBV and VAWG prevention activities, ensuring staff have the right technical knowledge but also facilitation skills to deliver such sensitive models and approaches;

Responsibility 3: Provide technical support on GBV case management: 25%

- Based on national protocols and SOPs for GBV referral pathways and case management, ensure WAYREP staff and partners are well trained and able to offer survivor centered GBV case management services to identified survivors;
- Leads on building capacity of service providers (e.g. Health, Policy, Justice etc) on GBV case management, contributing to higher quality of the GBV response and increased confidence among survivors to report;

- Jointly with the MEAL team, ensure there is a confidential but accurate M&E system in place in WAYREP to record GBV cases managed and track work load of case workers at any given time;
- Ensure cases managed by WAYREP are reported into the national level GBV Management Information System (MIS) as expected from all GBV practitioners in Uganda;
- While maintaining confidentiality on specific cases, use information on GBV cases to inform the prevention component of WAYREP;
- It will be critical to dedicate specific attention to GBV case management in the urban setting where violence is widespread, accepted and hardly reported; The Specialist will develop a specific learning agenda on understanding urban GBV so that WAYREP can propose an appropriate response;

Responsibility 4: Ensure gender and GBV related priority topics are addressed through policy advocacy 10%

- Ongoing identification of key issues affecting women and girls in displacement and related to the interventions of WAYREP (e.g. P3 Form for GBV case management, access to financial services for refugee girls, lack of food for refugees leading to survival sex, trafficking, etc)
- Write advocacy briefs and prepare presentations on these topics to support WAYREP and CARE Uganda's advocacy efforts, including through the Policy Dialogue project;
- Review WAYREP's learning and policy briefs to ensure they have a strong gender and youth lens;

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

- Support team to monitor the quality and impact of the implementation of all gender transformative and GBV prevention and response activities and their integration in the other platforms of the project (V/YSLAs, livelihood groups, youth groups, etc);
- Support MEAL Specialist to ensure the project M&E Framework is gender / age and origin / context sensitive;
- Support MEAL function to put in place community consultative committees with women and girls' representation to capture their voices through the implementation of the project;
- Support project management to put in place an effective Complaints, Feedback and Reporting (CFR) mechanism that is user friendly and accessible to all project beneficiaries and particularly the most excluded and marginalized women and girls at high risk of SHEA and other forms of abuse and exploitation;
- Contributes to generating and documenting lessons learnt and knowledge in the integration of a gender transformative approach in WAYREP and specifically on GBV prevention and response;
- **Responsibility 5: Any other responsibilities as may be assigned by the Supervisor 5%**

Level of authority

The Gender and GBV specialist reports to the project manager and may occasionally act as Deputy PM. This is not a budget holding or management position but an advisory role that provides technical support and oversight to WAYREP from a gender and youth perspective and specifically in relation to GBV prevention and response.

Relationship and collaboration

The Gender and GBV Specialist works closely with WAYREP staff from both CARE and implementing partners, guiding them and building their capacity on gender and GBV. It will therefore be essential for this individual to develop relationships with relevant partner organizations to ensure effective support and with CARE colleagues. This requires both sensitivity and responsiveness to the capacities and needs of the different partners. S/he will also collaborate closely with other Gender and GBV Specialists in CARE Uganda, leveraging their experience and contributing his / hers. Capacity to work as part of a team is therefore a key competency required of the position.

Job and Person Specification (requirements)

- A Master's degree in gender studies; adult education, gender, Social work and Social development, Community Psychology, or relevant Post graduate qualification required;
- Advanced knowledge and at least five years of proven practical experience technically supporting gender transformative approaches and GBV prevention and response interventions.
- Experience and skills in effectively supervising gender and GBV technical specialists;
- At least 5 years of hands on professional experience in Gender programming, particularly GED (including working with various cultural backgrounds, understanding their culture, breaking taboos in conversations, ability to discuss sensitive topics such as masculinity and sexuality in a sensitive but direct way) with experience implementing gender transformative programs a must.
- Experience working with large, cross cultural teams with multiple deliverables is desirable.
- Strong inter-personal communication and facilitation skills;
- Excellent team work, networking, communication and collaboration skills especially among the WAYREP project team members as well as work closely with CARE Austria on a number of deliverables, project needs
- Experience/ knowledge of international development and humanitarian work, preferably in Uganda
- Ability to network, build relationships and establish collaboration with different partners, agencies local and international networks.
- Unshakable commitment to gender equality and proven experience in SASA training and other Gender Transformative approaches like Role Model Men and Boys, Household dialogues etc.
- Proven experience and certified GED trainer or an equivalent
- Knowledge and strong skills in M&E, report writing and documentation.
- knowledge of languages **used in the participating districts are considered an added value**

APPLICATION PROCEDURE:

Candidates who are interested in the above jobs should submit an updated CV and Application letter giving a day time telephone contact and names, telephone contacts and email addresses of 3 (three) work related referees **only** through our recruitment email: ugarecruitment@care.org clearly indicating the job title in the email subject. CVs will be received until the **1st, March, 2019**. Please note that when you are successful for the above

position, CARE will need certified copies of your academic documents. For any questions please call our office on 0312258100/150

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

Please Note that CARE International in Uganda does not ask any applicant payment for any recruitment process