



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. Protection and GBV Advisor. 1 Position. Location-Tentatively-Fort Portal

JOB SUMMARY

The Protection and GBV Advisor will be responsible for the overall technical leadership in general protection, GBV, and child protection for a Protection consortium led by CARE, comprising of three international NGOs and two local implementing partners, targeting South Sudanese and Congolese refugees in Uganda. The project will be implemented in Kyaka II and Kyangwali, with general protection and GBV being led by CARE in Kyangwali and IRC in Kyaka II, and child protection led by Save the Children in both locations. As such, s/he will lead a team of technical specialists on GBV prevention and response, general protection, and child protection, and will be responsible for the monitoring and quality assurance of GBV, CP and GP activities; development and roll out of the training curricula, technical representation on relevant for a, and advocacy. In addition, s/he will lead a small team of two in West Nile, and lead the effective and quality handover process of two protection houses in West Nile to OPM and UNHCR. 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.

RESPONSIBILITIES AND TASKS

Responsibility 1: Provide overall technical leadership on GBV prevention & response and Protection to the consortium (25%)

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; iii) 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. iv) Closely monitor roll out of all prevention activities.

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

- ✓ 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.

Responsibility 3: Development and roll out of training curricula; 20%

- ✓ 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 150%

- ✓ 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%

- ✓ 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: Any other responsibility as may be assigned by the Supervisor 5%

JOB AND PERSON SPECIFICATION (REQUIREMENTS)

- ✓ 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. A Bachelors degree is desired.
- ✓ 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; ii) Demonstrable experience in gender & protection mainstreaming and/or designing and implementing GBV specific programs in humanitarian settings; iii) Knowledge and understanding of the IASC Guidelines and Policies on Protection and GBV in humanitarian context. Knowledge of ECHO Protection strategy strongly preferred; iv) Proven experience with curriculum development related to GBV and protection.
- ✓ Experience with advocacy related to GBV and Protection is preferred; ii) Strong understanding of the political and legal issues related to asylum seekers and refugees; iii) Experience in donor reporting and development of position/ briefing papers; iv) Ability to work under pressure with minimum supervision required; v) Cultural sensitivity and proven experience working in humanitarian context in the East and Central Africa region.

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