



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. Women and Girls Economic Empowerment & Financial Inclusion Specialist. Location-Arua.1 Position

JOB SUMMARY

As member of the senior program team of WAYREP, the Women and Girls Economic Empowerment and Financial Inclusion Specialist is responsible for supporting WAYREP to ensure its beneficiaries have increased capacity to access and utilize safe, sustainable and dignified income generating and livelihood opportunities both as an economic empowerment end in and of itself but also as strategy to reduce high risks coping mechanisms, leading to GBV and various forms of abuse and exploitation. Key technical areas under the leadership of this role include (i) designing and implementing Village Savings and Loans Associations (VSLAs) and Youth SLA (YSLAs) for refugee and displaced populations, including urban youth. (ii) From the 3rd year of the project, linking better performing groups to Financial Service Providers for access to more formal financial services that can support the businesses and Income Generating Activities of select beneficiaries. (iv) Designing and rolling out a Multi-Purpose Cash Transfer (MPCT) intervention targeting the most vulnerable and as a way of boosting their saving capacity and easing their enrolment in V/YSLAs and (v) rolling out a job placement and vocational training program. S/he also supports the MEAL function and ensures lessons learnt and impact of above interventions during displacement and in the urban context are captured and disseminated.

RESPONSIBILITIES AND TASKS

Responsibility 1: Provide technical leadership support to WAYREP on V/YSLAs in the urban and displacement contexts 25%

- ✓ Based on lessons learnt from CARE's VSLA and YSLA methodologies, and results from the formative studies during the inception phase, adapt the V/YSLA methodology to propose an approach that will be relevant to the needs of targeted beneficiaries, with specific attention of what is required to create V/YSLAs with refugee youth, and with urban poor populations, particularly women;

- ✓ Pilot test V/YSLAs that bring together refugees and host communities as a way to create trust and social cohesion between these groups;
- ✓ Adapt and ensure quality and relevance of the different curricula to be delivered to V/YSLAs: life and soft skills (including building self-esteem and self-confidence of members, integrating GBV prevention activities, etc.), Women Leadership and PSS (in collaboration with Gender and GBV Specialist), V/YSLA management committee and governance training, financial literacy training, business development skills, etc.
- ✓ Train selected partners in the roll out of the above adapted V/YSLA methodologies and provide ongoing technical support to ensure timely and quality implementation, detecting what works, what does not and proposing corrective measures;

Responsibility 2: Provide technical leadership and support to linkages of V/YSLAs to Formal Financial Institutions; 25%

- ✓ From the 3rd year of WAYREP, support linkages of best performing and “mature” V/YSLAs with **formal Finance Service Providers (FSPs)**. **This will include identifying suitable FSPs**, Mobile Network Operators (MNOs) and adequate user friendly products (e.g, E-wallets, etc);
- ✓ Training and provision of ongoing Technical support and accompaniment to implementing partners involved in supporting linkages activities;
- ✓ Collaborate with partners to identify FSPs, MNOs and adequate products; support signing of agreements of selected FSPs & MNOs and implementation of these agreements, with customer protection always at the centres;
- ✓ With support from Gender and GBV Specialist, ensure training of FSPs and MNOs on gender barriers to financial services is conducted;
- ✓ Ongoing monitoring and evaluation of linkages’ component, including monitoring of Do No Harm to ensure linked groups and / or individuals do not get indebted;

Responsibility 3: Technical leadership and provision of technical support to roll out of Multi-Purpose Cash Transfers (MPCT) linked to V/YSLAs; 20%

- ✓ Based on feasibility study for MPCTs in relation to V/YSLAs at inception phase and guidelines from the Cash Technical Working Group, support implementing partners to establish criteria and identify the most vulnerable individuals in need of MPCTs in order to join V/YSLAs (to increase their saving capacity and enable them to join V/YSLAs without reverting to high risks coping strategies);
- ✓ Identify and select service providers for roll out of MPCT; draft MOU and ensure MOU implementation is monitored once signed; Immediately report any problem and propose corrective actions, if needed;
- ✓ Work closely with M&E team to track use of MPCT and confirm the extent to which it provides a social protection platform for targeted beneficiaries and enables enrolment in V/YSLAs;
- ✓ Closely monitor any potential unintended effects of MPCT, including risks of abuse, exploitation or GBV; Document and share lessons learnt with project team, Cash Technical Working Group at national level and Uganda Cash NGO Working Group that CARE is part of (drawing from global Cash Calp initiative)

Responsibility 4: Support V/YSLA members to engage in micros and small businesses and form economically viable livelihood groups 10%

- ✓ From V/YSLA members who took loans from V/YSLAs to invest in Income Generating Activities, identify individuals to be supported with **development of micro and small business ideas** aligned with the market. Initial investments in these businesses are through the Loan Fund of the V/YSLAs but also with additional injections of **start-up capital** for those who start businesses as groups, which will be encouraged.
- ✓ Support Y/VSLA members to start Livelihood groups, small businesses and Income Generating Activities (IGA) as groups, including with non-members and particularly if these non Y/VSLA members can bring expertise and / or capital (cash or in kind) to the venture. Once organized in Livelihood groups, ensure appropriate technical, financial and governance support is provided until the group can operate on its own;
- ✓ Identify private sector actors, social enterprises (e.g. leveraging on partnership with Ashoka) who can be linked to above livelihood groups and micro and small businesses for access to markets, to technology, to inputs, etc;
- ✓ Propose innovative ideas (e.g. business plan competition award?) to accelerate innovative business ideas among targeted participants;

Responsibility 5: Design and roll out a job placement and vocational training program 10%

- ✓ Identify youth with potential to be linked to more “formal” job opportunities, particularly in the urban context, through the design and roll out of **“job placement”** program; this will include identifying youth and matching them with potential employers to gain practical work experience, developing a curriculum for youth and employers and training employers on expectations of the program, including on fair treatment and prevention of Sexual Harassment, Abuse and Exploitation at the work place in collaboration with the Gender and GBV Specialist;
- ✓ Identify youth in need of **vocational training** and opportunities for vocational training, building on CARE’s youth skills model; design the training package, roll it out and ensure close monitoring and oversight during the vocational training;
- ✓ To the extent possible, link the vocational training and job placement by transitioning youth from vocational training to the job placement program;

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

- ✓ Train implementing partners in the use of SAVIX, the global Management Information System for VSLAs and ensure IPs report all V/YSLA activities (# of groups, # of members, groups performance indicators etc) in SAVIX;
- ✓ Support team to monitor the quality and impact of the implementation of all Economic Empowerment and Financial Inclusion activities, ensuring data is tracked by age, gender, origin, livelihood group, rural versus urban etc);
- ✓ Contributes to generating and documenting lessons learnt and knowledge on all economic empowerment and financial inclusion activities with particular attention to documenting and tracking the impact of economic empowerment on resilience and reduction of GBV risks; on implementing YSLAs in the urban context and with displaced populations, and on the linkages between V/YSLAs and MPCTs;

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

LEVEL OF AUTHORITY

The WEE and Financial Inclusion 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 on economic empowerment and access to financial services.

RELATIONSHIP AND COLLABORATION

The WEE and financial inclusion 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 WEE and Financial Inclusion 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 Micro finance, Business Administration, Social work and Social Administration, Social Sciences, or relevant Post graduate qualification required. Advanced technical knowledge and at least 5 years of hands on proven practical professional experience in Financial Inclusion and Economic Empowerment programs/ response interventions particularly YSLAs, VSLAs, Bank linkages, Multi –Purpose Cash Transfers is a MUST
- Unshakable commitment to gender equality and clear understanding of GED and actual implementation of gender transformative approaches like Role Model Men and Boys, Household dialogues etc
- Experience working with large, cross cultural teams with multiple deliverables.
- 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.
- Ability to link with community activists and social movements and experience/ understanding of the SASA methodology
- Strong inter-personal communication and facilitation skills;
- Knowledge and strong skills in M&E, report writing and documentation.
- knowledge of social culture and 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