



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 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 in the centre of our work because we know that we cannot overcome poverty until all people have equal rights and opportunities. CARE has been working in Uganda for 50 years and in 2019/2020, we improved the lives of 2.6 million people (60% women). Our goal for the next five years is to reach ten million people, through our gender transformative, resilience building, and lifesaving programs. CARE International in Uganda seeks to **recruit** a highly motivated and qualified professional to fill up the position of:

Male Engage Specialist:1 Position, Location: Kyangwali Refugee Settlement

Job summary:

The Male Engage specialist will be a dynamic team player with strong technical skills in understanding the power relations between men and women, gender transformation, masculinities and engaging men. He/She will be responsible for leading the strategic development, rolling out of male engage models and approaches in the APEAL Consortium. They coordinate the development and implementation of the Engaging men and boys initiative (EMBi) in the Kyangwali Settlement including: desk research; seeking feedback from Men Engage partners; developing, piloting and finalizing the Male Action Groups (MAGs) training curriculum; identifying and recruiting resource persons in conjunction with partners; developing partnerships to support the MAGs; coordinating logistics for the MAGs shared learning sessions; supporting follow-up processes, mentorship and overseeing the development of a MAG monitoring telephone application.

Application Procedure:

Candidates who are interested in the above job 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**. The deadline for submitting CVs is **16th October, 2020**. 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*

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



JOB DESCRIPTION-MALE ENGAGE SPECIALITS

Name of Job incumbent	TBC
Employee Number	TBC
Job Position Title	Male Engage Specialist
Grade	E
Step	2
Program (IG) or Program Support	Program
Program Initiative Assigned To or the Department/Unit	APEAL
Immediate Supervisor's Job Title	Field Manager
Date Employed	TBD
Place of Posting	Kyangwali refugee Settlement
Status of the Job Description	<input type="checkbox"/> New <input checked="" type="checkbox"/> Revised <input type="checkbox"/> No change
Date submitted to HR Unit	October 2020

Overall Job Summary

The Male Engage specialist will be a dynamic team player with strong technical skills in understanding the power relations between men and women, gender transformation, masculinities and engaging men. He/She will be responsible for leading the strategic development, rolling out of male engage models and approaches in the APEAL Consortium. They coordinate the development and implementation of the Engaging men and boys initiative (EMBI) in the Kyangwali Settlement including: desk research; seeking feedback from Men Engage partners; developing, piloting and finalizing the Male Action Groups (MAGs) training curriculum; identifying and recruiting resource persons in conjunction with partners; developing partnerships to support the MAGs; coordinating logistics for the MAGs shared learning sessions; supporting follow-up processes, mentorship and overseeing the development of a MAG monitoring telephone application.

She/he will provide feedback to colleagues on Men Engage Uganda Country network work plans, budgets, progress reports and other related documents. Supporting local Men Engage and boys' meetings, such as community and district consultative events with partner organisations. He/she will be familiar with the development and humanitarian nexus and a passion for promoting role model men approaches, promoting gender equality and diversity, and curbing gender based violence. S/he will indirectly supervise local partner staff, and report to the Kyangwali Area Manager administratively, with technical supervision from the Protection / GBV Advisor.

Specific responsibilities and tasks

Responsibility 1# Initiate, design and implement IEC/BCC strategies for purposes of increasing awareness on EMB/RMM, SRHR & GBV (45%)

- Lead participatory processes for identifying the RMMB participants in Kyangwali settlement.
- Assess the capacity needs of the RMMB in relation to gender sensitivity, knowledge, attitudes and skills of the impact population and different stakeholders.
- Lead the design of targeted management and dissemination of SRHR information, focusing on empowering men as champions of change
- Roll out the training of SASA methodology to all APEAL Consortium members, partners and key Government personnel.
- Identify existing resources and potential channels for communication that can be mobilized to inform the community and scale up interventions addressing SRMR challenges and gaps.
- Work with other project staff leading VSLA component, partners and stakeholders to design models, methodologies, innovations aimed at uptake of SRHR /behavioral change information.
- Determine key messages to be disseminated based on assessments, feedback, PRA findings in the target community and inform documentation processes.
- Together with the EHP Response team, develop simple methods and training materials for partners to communicate SRMR messages to the impact groups/ community and other stakeholders.

Responsibility 2# Participate in the development and maintenance of effective Male Engage, GBV and SRHR information (M & E) system. (35%)

- Participate in the continuous review of the M&E system with specific emphasis on providing support to the management of an SRHR data base, collecting gender disaggregated data.
- In consultation with the MEAL team and relevant community based field staff, develop data collection tools, appropriate reporting/ referral forms and monthly data collection forms for data management.
- Ensure that refugee community structures and partner organizations are functioning and submitting reports to relevant community leaders, the sub county leaders, CARE and other relevant offices
- Participate in evaluating progress towards achievement of program/project outcomes.
- Provide on-going support supervision and monitoring to implementing partners and community structures to ensure delivery of quality SRMR services and program quality
- Identify, prepare and document SRMR/GBV lessons learnt under Humanitarian Response.

Responsibility 3# Ensure effective coordination and network system at settlement level are operational, maintaining a high reputation. (10%)

- In collaboration with the implementing partners, coordinate, support and facilitate monthly, quarterly and coordination meetings as may be required.
- Represent CARE at Settlement and with other relevant sector working group meetings as required from time to time.
- Establish and maintain cordial and professional relations with local partners and collaborators including district officials and other humanitarian protection and health actors.

**Job Responsibility #4 : Promote Gender Equity and Diversity & Safeguarding Practices
All the time(5%)**

- Practice a behavior 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.
- Ensure that CARE Safeguarding policies and procedures are adhered to by all and the staff that S/he supervisors both directly or indirectly
- Ensure that staff and related personnel under your jurisdiction are familiar with the following organizational policies and procedures and can identify when needed how these may have been breached; The CI Safeguarding policy, Protection from Sexual Harassment, Exploitation and Abuse and Child Abuse, The anti-discrimination and harassment policy, The code of conduct and the organizations Values.

Responsibility 5# any other duties assigned (5%)

This may include but not limited to the following activities

- Documentation of best practices and lessons learnt
- Representation at different working groups in the region including nation task force activities
- Rapid assessment for SRMS in refugee settlements as needed
- Participation in other CARE response activities

Level of authority

The Male Engage Specialist will formally report to the Field Manager. S/he has no authority to commit the organization in any way, to enter into formal partnership agreements, nor any formal financial authority, apart from standard expenses for day-day-day activities. The Male Engage Specialist is responsible for the safety and custody of organization assets in his/her possession. Travel to locations outside project areas should be done and coordinated with the knowledge of the Field Manager.

Relationship and collaboration

The Male Engage Specialist will work as a process-oriented support person to CARE Emergency Program to achieve on the GBV/Protection related interventions within the Emergency Response. It will therefore be essential for this individual to develop relationships with relevant partner organizations to ensure effective support. This requires both sensitivity and responsiveness to the capacities and needs of the different partners. S/he will also collaborate with other ECHO related initiatives within the sub office and

will be expected to provide support based on clearly and jointly agreed Project priorities (to be agreed with the supervisor, component specialists as will be specified annually in the job holder's APAA). Teamwork is therefore a key element of the position.

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 analyzing 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 each individual'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

Job and Person Specification (requirements)

- Minimum qualification of a Bachelor's degree in gender studies, adult education, gender, Social work and Social development, Community Psychology or Law.
- A post graduate Qualification / Master's degree in gender studies, adult education, gender, Social work and Social development, Community Psychology is a MUST hold
- At least 5 years of hands on professional experience in community development, including experience and knowledge of working within a Post Conflict Recovery and development background technically supporting gender transformative approaches.

- At least 5 years of hands on professional experience in community development work (including working with institutions, 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; sound judgment and decision making skills.
- 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
- Knowledge and strong skills in M&E, report writing and documentation.
- Unshakable commitment to gender equality.

Job holder's Signature: **Date:**

Male Engage Specialist

Supervisor's Signature: **Date:**

Field Manager- Kyangwali Refugee Settlement