



Career Opportunity at CARE International in Uganda 'INTERNAL ADVERT'

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 is seeking to hire a **Male Engage Officer** as a **Maternity cover**. This is a temporary position for a period of **3 months starting from 1st February 2019**. The position **will be based in Kitgum District** with possible travel to West Nile and other Acholi Sub Region Districts. The position is under the Women, Adolescents and Youth (WAY) Rights and empowerment programme implemented by CARE International in Uganda.

JOB SUMMARY

The Male Engage Officer will be a self-driven team player with innovative skills in implementing role model men gender transformative approaches. S/he will be responsible for training and guiding refugee and host community youth volunteers and selected community leaders to change their perception and attitude towards positive masculinity and women. S/he will facilitate and conduct information, education and communication (IEC) sessions and develop context friendly learning materials within the community especially for youth and their leaders.

The Male Engage Officer will work closely with the primary and secondary school health and sanitation as well as anti-GBV clubs, VSLA & YSLA groups, farmer groups, village health workers, refugee volunteers and youth groups to promote behavioral change using the theatre for development approach and other recreational tools. S/he will ensure coordinated planning and preparation of weekly, monthly and quarterly work plans and reports on field activities. These will be properly drafted and submitted to the Senior Initiative Manager in a timely manner. S/he is responsible for writing and documenting case stories of lessons learnt, especially on transformed male youth and other people supported by the project. S/he will work closely with the Senior Initiative Manager and Male Engage Specialist in implementing male engage and GBV components of the WAY project in the eight districts of West Nile and Northern Uganda namely: Moyo, Adjumani, Arua, Yumbe, Agago, Amuru, Kitgum and Lamwo.

KEY DUTIES AND RESPONSIBILITIES:

Responsibility 1: 70% of time: Work with the WAY Project Team and Stakeholders to plan, implement, monitor and evaluate project activities geared towards attainment of project objectives

TASKS:

- Work closely with the Male Engage Specialist and Senior Initiative Manager, community and refugee Volunteers, youth and farmer groups to roll out CARE models, training and IEC materials on VSLA, YSLA, RMM, SASA, support to GBV survivors.

- Lead the participatory planning and selection of participants for the WAY project, working with existing structures and community groups using CARE International's participatory approach while ensuring fair representation of diverse communities, across ethnicity, gender and appropriate age categories.
- Conduct training for selected men and boys, using CARE International approved curriculum on engaging men and boys.
- Provide continued post-training support to participants to reach out to other adult and male youth, according to their age groups in refugee and host communities, influencing them through platforms they already participate in such as VSLAs and livelihood groups.
- Support the role model men and boys to hold monthly meetings with the CARE GBV/SRH staff during which they reflect on the progress and challenges they are facing, common solutions and discussing potential changes in social norms, among others.
- Ensure all Key Stakeholders of influence in the respective districts such as political, religious and cultural leaders, contribute and effectively engage in CARE's WAY programme.
- Document stories of change on an individual, group and community level in regard to the WAY program goals.
- Prepare and share timely activity reports with, SIM, MEAL Coordinator and Male Engage Specialist on group activities at community level.
- Lead the continuous operational rapid and mini-assessments so that all activities are appropriate and based on a clear understanding of the working environment in the respective districts.
- Carry out monitoring and participate in evaluation of Role Model Men and Boys and the WAY project, providing regular reporting updates, assess the changing social norms and wherever necessary present to CARE and stakeholders on the progress of the project.

Responsibility 2# Initiate, design and implement IEC/BCC strategies for purposes of increasing awareness on Engaging Men and Boys (10%)

- Identify existing resources and potential channels for communication that can be mobilized to inform Refugee and host communities and scale up interventions addressing SRHR/GBV challenges and gaps.
- Work with the WAY project Team to design models, methodologies and innovations aimed at improving uptake of SRHR/GBV Services based on feedback of beneficiaries and other stakeholders.
- Together with the WAY Project team, develop simple methods and training materials to communicate EMB messages to the community and other stakeholders.

Job Responsibility 3: Coordination, Reporting and documentation (15% of time):

- Support the training and effective functionality of all Volunteers in the districts in collaboration with the supervisor and other WAY project team members.
- Work as a Focal Person to ensure weekly and monthly monitoring reports from community Facilitators, Volunteers and activity reports are submitted on schedule
- Work closely with EMB and broadly GBV actors, District leaders and officials to ensure that appropriate information is shared promptly.
- Ensure all activity and weekly reports reflect project indicators and are disaggregated by sex, age, district and other agreed variables as specified in WAY M&E plan and framework.
- Support writing of human interest stories and best practices that can be used for advocacy or information purposes;
- Participate in Working Groups, coordination meetings at settlement, community and district level to ensure coordination with UNHCR, OPM, District Authorities and other actors

Responsibility 4: Any other duties (5% of time):

- Perform any other duties as assigned by supervisor and/or a CARE competent authority

Level of authority

The Male Engage Officer will formally report to the Senior Initiative Manager through the WAY Male Engage Specialist. S/He has autonomy to organize his or her day-to-day work based on the agreed work plans with the Supervisor in coordination with the other staff, partners and stakeholders.

The Male Engage Officer is responsible for the safety and custody of organization assets in his/her possession.

Travel to locations outside project areas must be done and coordinated with the knowledge of the Supervisor and authorized by the SIM or Competent Authority in CARE.

QUALIFICATIONS, SKILLS AND EXPERIENCE:

The ideal candidate should hold a Bachelor degree in Gender, Social Sciences, Social Work, Social Development, Community Psychology, Adult Education or Sociology. A relevant Post Graduate qualification is an added advantage.

Advanced knowledge of the Male Engage Models and at least five years of proven relevant and practical experience in technically working gender transformative engaging men and boys' approaches; 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.

Excellent inter-personal, communication and facilitation skills and sound judgment.

Ability to network, build relationships and establish collaboration with different partners and agencies.

Ability to link with community activists and social movements

Functional knowledge of monitoring and evaluation, report writing and documentation.

Strong commitment to gender equality and the empowerment of women and girls.

Knowledge of languages in the participating communities of West Nile and Mid Northern Uganda is an added advantage.

In-depth knowledge of gender, GBV and working knowledge of SRH, YSLA/VSLA are a plus.

APPLICATION PROCEDURE:

Internal 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 **30th, January, 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