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:

Sexual and Reproductive Health Specialist, 1 Position, Location: Gulu

Job Summary
The Sexual and Reproductive Health (SRH) Specialist has a technical responsibility for implementation of activities to generate demand for SRHR services under the WAY programme. This includes leading school health and sanitation club activities, menstrual hygiene management for in and out of school adolescent girls and vulnerable women, promotion of family planning and prevention of gender based violence. The Specialist is the technical lead on Adolescent and Sexual Reproductive Health Rights for the WAY programme. S/he works with other specialists and coordinators such as for Gender and GBV, Youth Savings and Loans Associations/Girls Socio-Economic Empowerment and Agribusiness to integrate SRHR services and mitigate GBV across all WAY established platforms amongst refugees in 23 Settlements and host communities in 11 districts.

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 4th September, 2020. For any questions please call our office on 0312258100/150.

CARE IS AN EQUAL OPPORTUNITIES, GENDER SENSITIVE, CORRUPTION, SEXUAL EXPLOITATION AND ABUSE INTOLENT 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
**CARE INTERNATIONAL IN UGANDA**

**JOB DESCRIPTION - SRH Specialist**

**Job Title:** Sexual and Reproductive Health Specialist  
**Programme:** Women, Adolescents and Youth Rights and Empowerment Programme (WAY).  
**Location:** Gulu  
**Grade:** E  
**Supervisor:** Initiative Manager - WAY  
**Date Employed:** N/A  
**Duration:** Open

**Job Summary**

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**Specific responsibilities and tasks**

**Responsibility #1: Collaborate with the entire project team to lead capacity development and implementation of WAY SRH Components (40% of the time)**

- Design and lead the implementation of WAY programme activities that generate demand for SRHR services including promoting family planning and preventing gender based violence.

- Lead the implementation of school health and sanitation club activities, menstrual hygiene management for in and out of school adolescent girls and vulnerable women including adaptations and new innovations

- Identify and/or establish and replenish adolescent/youth groups with leadership that engages in promotion of adolescent and youth SRHR and GBV prevention such as in schools and communities.

- Adapt and/or develop and deploy standard IEC and SRH training materials targeting different groups of women, youth and adolescents as approved by CARE, MoH, WHO and recognized entities.

- Lead the implementation of AYSRHR activities in the WAY programme as planned.
Train and guide WAY project staff and the various platforms across 23 Refugee Settlements and 11 project districts in implementing SRHR activities targeting various groups of women, adolescents and youth.

In collaboration with the various District Health Departments, organize and lead relevant trainings on Adolescents and Youth Sexual Reproductive Health Rights (AYSRHR) as required.

Develop and implement a Behavioral Change Communication (BCC) Strategy for SRHR within the context of the humanitarian-development nexus programming and across the various project activities.

Ensure synergy with the implementation of all the WAY project activities and platforms namely Women Spaces, Mentor Networks, Girls Socio-Economic Empowerment Groups, Y/VSLA platforms, farmer groups, SASA Activists and Role Model men and Boys (RMMB).

Substantially contribute to business development by participating in programme design and proposal development in the area of technical competency.

Spearhead implementation of menstrual hygiene management project component for in-school and out of school girls aged 15 to 19 including any possible adaptations and learnings.

Contribute to any ongoing programmatic assessments and feed into corrective action and improvements.

Ensure that all SRH activities implemented across the various platforms adhere to safety and respect the dignity of beneficiaries but especially of women and girls.

Ensure that financial and other entrusted project resources are used effectively and transparently for intended project goals.

Responsibility #2: Monitoring, Evaluation, Accountability and Learning (25% of time):

- Participate in the development, deployment, functionalization and continuous review of the WAY programme M&E system with specific attention to its SRHR components.
- Prepare quality annual, quarterly, monthly and quarterly plans and reports for SRH activities.
- Train staff to effectively use relevant SRHR data collection tools such as the pregnancy mapping forms, and data collection forms as per international standards.
- Ensure that WAY project platforms, volunteers and community structures implementing SRHR activities submit reports to CARE.
- Participate in evaluating progress towards achievement of project outcomes.
- Provide on-going support supervision and monitoring to WAY project staff and established community structures to ensure delivery of quality services.
- Contributes to the creation and sharing of knowledge by synthesizing and documenting impact stories, lessons, success stories, best practices, strategies and approaches.
- Analyze basic factors affecting the achievement of SRHR results, recommend corrective action and follows up on recommendations.

Responsibility #3 Coordinate and nurture relationships with Local Governments, Refugee Settlements and Donor Field Actors for synergy (25% of the time)

- Coordinate with and maintain productive professional relations with UNFPA field staff, UNHCR, WAY implementing partners such as RAHU and Outbox, local governments at district and sub county levels and refugee settlement authorities.
• Support building referral mechanisms and ensure SRH needs of women, youth and adolescents are considered and addressed by service providers.

• Develop and support a collaborative and transparent working relationship between CARE and stakeholders on the ground based on effective and timely communication.

• Represent CARE in Sexual and Reproductive Health coordination mechanisms aimed at harmonizing integration of programmes and technical working groups at national, district and settlement levels when required.

Responsibility #4: Any other duties as assigned by the supervisor (10%)
• Perform staff and territorial supervisory role as assigned by the Initiative Manager and any other duties incidental to the position.

Level of authority
The SRH Specialist formally reports to the WAY Initiative Manager. S/he has autonomy to organize day-to-day work based on agreed work plans in coordination with other WAY Team members. The SRH Specialist is not a Budget Holder and has no authority for Budget Management, apart from standard accountability for expenses incurred but is responsible for resources entrusted to the position. The Specialist is also responsible for the safety and custody of organization assets in their possession. Official travel should be done and coordinated with the knowledge and authority of the Initiative Manager.

Relationship and collaboration
The SRH Specialist works as a process-oriented support person to the WAY Programme to achieve on the SRHR related interventions. It is therefore crucial for the Specialist to nurture robust relations with key UN Agencies, Local Governments, WAY Team Staff, Project Platforms, Volunteers and Communities for effective support and functioning. This requires both sensitivity and responsiveness to the capacities and needs of the different actors. S/he will also closely work with the Initiative Manager for support based on agreed project priorities that will be specified annually in the job holder’s APAA. Individual initiative as well as sound teamwork are key elements of this position.

Qualifications
• A Bachelor’s Degree in Medicine, Nursing, Midwifery or closely related field is a MUST.

• A Master’s Degree in Sexual and Reproductive Health or Public Health, Social Sciences, Social Work, or any other closely related field, or relevant Post Graduate Qualification with substantial content in Sexual Reproductive Health Rights and Gender Based Violence is a clear advantage.

• A minimum of 5 years’ practical experience in SRHR programming and implementation with hands-on professional experience in community development, including experience and knowledge of working within conflict and post-conflict recovery, with a humanitarian and development background.

• Proven extensive experience implementing and technically leading programme activities on Sexual Reproductive Health and Rights.

• Experience working with large teams with multiple deliverables across large geographies and multiple locations.

• Strong inter-personal communication skills; teamwork, sound judgment, decision making and stress tolerance.

• Ability to network, build relationships and establish collaboration with different organisations and platforms and networks.

• Ability to link with community activists and social movements.
• Strong working knowledge of M&E, report writing and documentation.

Job holder’s Signature……………………………Date………………………
SRH Specialist

Supervisor’s Signature…………………………….Date…………………………Date
Initiative Manager