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 following position:

1. Youth Savings and Loans Association and Girls Social Economic Empowerment (YSLA & GSEE) Specialist, 1 Position, Location: Kitgum

Job Summary
The Youth Savings and Loans Associations (YSLA) and Girls’ Socio-Economic Empowerment Specialist is responsible for developing and implementing WAY project interventions specifically targeting girls aged 15 to 19 years. S/he leads the successful delivery of the Youth and Adolescent empowerment processes in the WAY programme in the eleven districts of West Nile and Northern Uganda namely: Arua, Madi-Okollo, Terego, Yumbe, Moyo, Obongi, Adjumani, Amuru, Agago, Kitgum and Lamwo as well as twenty-three Refugee Settlements (s

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. CVs will be reviewed as they come in. 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 SUMMARY
The Youth Savings and Loans Associations (YSLA) and Girls’ Socio-Economic Empowerment Specialist is responsible for developing and implementing WAY project interventions specifically targeting girls aged 15 to 19 years. S/he leads the successful delivery of the Youth and Adolescent empowerment processes in the WAY programme in the eleven districts of West Nile and Northern Uganda namely: Arua, Madi-Okollo, Terego, Yumbe, Moyo, Obongi, Adjumani, Amuru, Agago, Kitgum and Lamwo as well as twenty-three Refugee Settlements (spread Across Madi-Okollo, Terego, Yumbe, Obongi, Adjumani and Lamwo).

The YSLA and GSEE Specialist will be a dynamic team player with strong technical skills in youth entrepreneurship, income generating activities (IGAs) and socio-economic empowerment. S/he has an in-depth understanding of YLSA and the socio-economic status of girls as a marginalized and a vulnerable category of youth and adolescents.

S/he must be familiar with the inherent gender norms that tend to marginalise girls and women, leading into a path of marginalisation very early in their lives. The Specialist should be familiar with the development-humanitarian nexus programming, have a passion for: youth and girls’ socio-economic empowerment; promoting gender equality and diversity, engaging men and boys, curbing GBV; and promoting adolescent sexual reproductive health rights.

The incumbent should have strong mobilisation, networking and relationship building skills and be familiar with working in partnership with local governments and Refugee Settlements Authorities. The YSLA and GSEE empowerment Specialist provides technical oversight in capacity development interventions, needs assessments, mentorships and support supervision of the girls and their groups.

The key responsibilities of the position include working closely with the Initiative Manager, other Specialists, Coordinators, district based staff and the entire WAY team, agents and Volunteers to roll out the youth and girls’ empowerment processes and be accountable for deliverables. S/he ensures periodic reviews, documentation as well as timely planning and reporting. The incumbent should have practical knowledge and capacity for layering SRHR, GBV, IGAs and other activities on the YSLA platforms within the overall objectives of the project, namely promotion of SRHR and GBV Prevention.

The position is based in Kitgum with substantial travel of up to 70% of the time to project districts in Acholi and West Nile sub-regions. The incumbent may be transferred based on CARE organisational needs.

Responsibilities and tasks:

Responsibility #1: Work with WAY team to implement the YSLA approach and girls socio-economic strengthening interventions. (40% of time):

Tasks
1. Conduct participatory identification and capacity assessment of existing girls’ groups and support formation of new ones as necessary.

2. Lead team members, girls’ groups and WAY platforms on integrating and rolling out the YSLA approach for out of school girls.

3. Develop and implement YSLA and girls’ socio-economic empowerment activities for the WAY Programme.

4. Review, revise and/or adapt training materials and conduct TOTs in YSLA methodology

5. Develop training resources and conduct TOTs in enterprise development and advanced business skills

6. Champion formal financial linkages and product development that suit the YSLA beneficiary category.

7. Champion Digital access to financial services and Financial Education to address the day-to-day needs of the targeted girls.

8. Develop value chain development and market access training guides for building capacities of YSLA members

9. Review and realign existing YSLA training manuals and ensure they are tailored to the local context for the desired target groups.

10. Facilitate Apprenticeship and skills development for the girls

11. Spearhead leadership and life-skills training for the girls, mentoring, coaching and growth processes.

Responsibility #2: Technical support to girls’ groups and strengthening capacity on YSLA and GSEE. (25 % of time):

Tasks
1. Facilitate capacity strengthening for staff, girls’ groups and other actors to implement YSLA and girls’ socio-economic empowerment deliverables

2. Mentor, coach and monitor the progress of girls’ groups, CARE staff and ensure a high quality of work on the ground in rolling out the YSLA and girls socio-economic empowerment approach

3. Provide technical support to CARE projects involved in YSLA methodology and economic empowerment, specifically contributing to integration and synergy between Humanitarian and Development Programming within CARE Uganda Country Office

4. Engage as appropriate in broader CARE Uganda programme initiatives such as WAYFIP, WENG, Emergency and Gender/GBV/SRH

Responsibility #3: Coordinate and nurture relationships with Local Governments, Refugee Settlements and Donor Field Actors for synergy (20% of the time)

1. Facilitate and strengthen networking between key stakeholders that underpin the socio-economic economic empowerment of girls e.g. government, banks, private sector, religious and cultural institutions.
2. Develop and support a collaborative and transparent working relationship between CARE and stakeholders on the ground based on effective and timely communication.

3. Foster linkages and networking between the girls’ groups and other YSLA partners in the private and public sector.

4. Support girls’ groups and staff to identify structural constraints that can be addressed by an advocacy intervention and bring them to the attention of the Initiative Manager.

5. Effectively represent the program at relevant fora.

6. Represent CARE in relevant events and for a such as district and refugee settlement level coordination mechanisms aimed at harmonizing integration of programmes.

Responsibility #4: Monitoring, Evaluation, Accountability and Learning (10 % of time):

1. Work with the MEAL TEAM, to support the design and implementation of monitoring and evaluation systems in relation to the girls’ socio-economic empowerment approach.

2. Participate in the development and continuous review of the overall project M&E systems.

3. Contribute to the designing of effective monitoring and evaluation tools to collect relevant programme impact information.

4. Participate in the preparation of annual and quarterly implementation plans and timely reporting.

5. Participate in the preparation and documentation of stories of change, lessons learnt and organize sharing of the documented lessons.

6. Participate the Country Office Programme Quality and Learning Activities.

7. Share monitoring and progress reports on a regular basis.

Responsibility #5: Any Other duties: 5%

1. Participate in CARE country programme business development including proposal development and fundraising in areas of technical competence or as assigned.

Relationships and Collaboration:

1. This is a mid-level position in CARE and requires a degree of clear headedness, integrity, sensitivity and responsiveness to the needs of the programme, mission and Programme directions of CARE International in Uganda.

2. The jobholder is required to consult and make collective decisions on major operational issues and procedural changes with the key WAY Programme staff as necessary.

Authority:

Work Conditions:

The position is based in Kitgum but a significant amount of time (70%) will be spent on traveling to support activities in all the 11 districts of the WAY Programme.

Requirements for this Position: Job and Person Specifications

1. Master’s degree in business development, Economics, Adult education, Sociology or related graduate qualifications.
2. Advanced knowledge and at least five years of proven practical experience technically supporting gender transformative approaches.

3. 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).

4. Experience working with large, cross cultural teams with multiple deliverables is desirable.

5. Strong inter-personal communication and facilitation skills; sound judgment and decision making skills.

6. Ability to network, build relationships and establish collaboration with different government institutions, development agencies, local and national networks.

7. Ability to link with community activists and social movements

8. Working knowledge of M&E, and strong report writing and documentation skills.

9. Unshakable commitment to gender equality and empowerment of women and girls.

10. Practical experience on girls social – economic empowerment, implementing income generating activities and layering services over YSLA platforms

11. Experience with humanitarian-development nexus programming.

Signed: ______________________________ Date: ______________________

YSLA/GSEE Specialist

Signed: ______________________________ Date: ______________________

Initiative Manager