



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 defending 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 at the Centre of our work because we know we cannot overcome poverty until all people have equal rights and opportunities. CARE has been working in Uganda for over 50 years. We aim to reach 2 million people through lifesaving and gender transformative programs for the next five years (2021 to 2025). CARE International in Uganda seeks to **recruit** a highly motivated and qualified **FEMALE** professional to fill the following position:

1. Women Economic Empowerment Specialist; 1 Position, Location: Gulu

Job Summary:

As a member of the senior program team of WAYREP, the Women Economic Empowerment (WEE) Specialist is responsible for providing technical support and leadership to the project. The focus will be on women economic and social inclusion, Enterprise development, Agribusiness, and private sector development. She will lead the strengthening of value chain development, inclusive marketing, agro-processing, and value addition among Y/VSLAs for self-reliance.

Application Procedure:

Candidates interested in the above job should submit an updated CV and Application letter. Also, please provide a daytime telephone contact and email addresses of 3 (three) work-related referees. All information is sent via CARE's recruitment email: (ugarecruitment@care.org) indicating **Women Economic Empowerment Specialist** in the email subject. The deadline for submitting applications is 31st December 2021. For any questions, please call our office on 0312258100/150.

CARE IS AN EQUAL OPPORTUNITIES, GENDER-SENSITIVE EMPLOYER; IT IS ALSO CORRUPTION, SEXUAL EXPLOITATION AND ABUSE INTOLERANT. *Please Note that CARE International in Uganda does not ask applicants to pay for recruitment.*

Kindly note that effective 1st January 2022, CARE International will require all its staff to be fully vaccinated with COVID 19 to access any CARE office premises.

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

JOB DESCRIPTION

Job Position Title	Women Economic Empowerment (WEE) Specialist					
Name of Job Holder	TBD					
Date of Hire	TBD					
Job Grade and Step	E					
Department/Program	Gender Justice					
Duty Station	Gulu					
Supervisor	Project Manager					
Supervisees	None					
Status of JD	X	New	[]	Revised	[]	No Change
Expected travel time	30%		[]		[]	
Date submitted to HR	6th December 2021					

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Project Summary

The Women and Youth Resilience Project (WAYREP) supports women and girls and young men in refugee, host, and urban communities to realize their rights through socio-economic strengthening, resilience building and reduction of Gender-Based Violence (GBV). It contributes to SDG 5, "Achieve gender equality and empower all women and girls", focusing on ending all forms of discrimination and violence against all women and girls. It is implemented in Arua city, Gulu city, and Terego district of Uganda, targeting urban communities and refugee communities in Omugo settlement and host communities.

Job Summary

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The incumbent will provide technical support in identifying relevant and potential market systems for WAYREP target beneficiaries. H/she will be responsible for mapping key market players for collaboration, and ensuring that appropriate technical skill-building interventions, access to market and business networks are integrated into the project, especially for vulnerable women and girls in the project area. She will deliberately explore opportunities for collaboration with other CARE livelihoods technical teams.

Specific Responsibilities

Responsibility # 1: Provide technical support in enterprise and market systems development (30%)

- Guide the formation of a market platform to bring together all the key actors in the selected value chain.
- Identify market opportunities and build the capacity of farmers in meeting grades and standards to sustainably exploit them.
- Provide specific Technical inputs in reviewing business plans submitted to the project, make recommendations that will enhance the quality and sustainability of the funded agribusinesses
- Support increased access to and use of market information.
- Improve and diversify the income-generating capacity of targeted beneficiaries in the project areas, through investment in critical business skills, productive assets, supporting value-added activities, and building market linkages.
- Work closely with financial institutions to identify relevant financial services products for program beneficiaries and identify constraints to access.
- Provide technical support and ensure integration of basic business model in Y/VSLAs.

Responsibility # 2: Provide technical capacity building to partners, project structures, and Y/VSLAs in enterprise development and management (20%)

- Identify needs and design curriculum for different training packages relating to agribusiness, market linkage, and basic business module including Trainer of Trainees (ToT), refresher trainings and backstopping support for implementation.
- Provide technical skill-building and business coaching for women and girls, especially those with low literacy and at risk of GBV.
- Organize Y/VSLA groups representing the targeted local entrepreneurs (women and girls) by organizing them around commodities of common interest, and enhance their capacity in terms of governance, leadership skills, problem-solving, risk management, marketing, value addition, and preparation of simple business plans.
- Develop mechanisms to establish linkages between producer organizations and Agri enterprises supporting both input and output markets, micro, small and medium enterprises, traders, and rural financial institutions through provision of financing for simple business plans generated by project beneficiaries.

Responsibility # 3: Provide technical leadership in rolling out of MPCT, VSLA, and vocational skills training program in Gulu city (15%)

- Design and oversee roll out of Y/VSLA methodology
- Provide linkage of Y/VSLAs to financial service providers for access to existing financial services that can support their businesses and income generating activities.
- Design and roll out Multi- Purpose Cash Transfer (MPCT) intervention targeting most vulnerable as a way of boosting their livelihoods.
- Work closely with MEAL team to conduct Post Distribution Monitoring for MPCT beneficiaries and track how it provides social protection platform for targeted beneficiaries.
- Roll out job placement and vocational skills training program for youths by transitioning youth from vocational training to job placement.

Responsibility # 4: Monitoring, Evaluation, Accountability and Learning (15%)

- Work closely with the MEAL unit to ensure women economic empowerment activities of WAYREP are measured using CARE's Advocacy Impact Measurement tools and are reported into PIIRS.

- With support from MEAL team, train implementing partners in monitoring and evaluation of micro and small enterprises, value chains, and private sector involvement activities.
- Review the M&E systems/ key women's economic empowerment indicators and support team to monitor the quality and impact of their implementation.
- Contribute to generating and documenting lessons learnt and knowledge on all women's economic empowerment activities.
- Active contribution and participation in knowledge management processes and products, under the leadership Project Manager, PQL Manager and CARE Austria.

Responsibility # 4: Networking and Partnership Management (10%)

- Provide technical expertise and capacity building of WAYREP implementing partner in Gulu city on Women's Economic Empowerment component of the project.
- Work in close collaboration with other Specialists in the project, especially the Gender and GBV Specialist, Advocacy Specialist in delivery of Women Economic Empowerment interventions.
- In coordination with the Project Manager, represent CARE Uganda and the Project in relevant livelihoods, enterprise development, and business forums.
- Collaborate with relevant Civil Society, Private sector, and Government including settlement Livelihood coordination and working groups for market systems strengthening for project beneficiaries.
- Conduct stakeholders' analysis to identify main actors of the various selected value chains, how they interact with each other, and the project beneficiaries.
- Participate in relevant CARE livelihoods, financial inclusion, and enterprise development platforms.

Responsibility # 5: 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.
- Adhere to CARE Safeguarding policies and procedures, Protection from Sexual Harassment, Exploitation and Abuse and Child Abuse, The anti-discrimination and harassment policy, The code of conduct and the organizations values are adhered to at all times.

Job Responsibility # 6 Any other duties assigned from time to time (5%)

Job and Person Specification (requirements)

- Bachelor's degree in Economics, Agribusiness, or Rural development. A post graduate Diploma or Masters in this field is a Must.
- At least 5 years practical experience working with Micro, Small and Medium Enterprises (MSME) providing either business development services, training and/or technical assistance.
- Experience in managing market-led value chain development and market systems development.
- Very good knowledge of enterprise business development policies, procedures including a range of business support services such as financing, sales, marketing, etc.
- Very good professional experience in market systems development and facilitation, facilitating stakeholders' engagement, assessment of incentives and capacities, and specifically private sector involvement.
- Demonstrated experience in value addition and market access at processor and household levels.

- Demonstrated experience on Women, Social and Economic Empowerment.
- A good knowledge of local, national, and international marketing issues.
- Excellent interpersonal, negotiation, communication, and writing skills.
- Strong commitment to Gender Equity and Diversity (GED).

CARE’S COMPETENCIES

- **Respect** - Behaving in a manner that reflects a true belief in and appreciation for the dignity and potential of all human beings. Gaining other people’s confidence and setting an environment of trust and openness.
- **Integrity** - Maintaining social, ethical, and organizational norms; firmly adhering to codes of conduct and ethical principles inherent to CARE.
- **Commitment to Service** – this competency is woven throughout all aspects of the employee’s performance
 - 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 analysing 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.
 - Adaptability-** Expected to well adjust with the country, the Cooperating 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

SIGNATURES:

I have read, fully understood, and accept the requirements and responsibilities of this Job Description		
Name of Job Holder:	Signature(s):	Date:
Name of Supervisor:	Signature(s):	Date: