Career Opportunity at 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 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.

ABOUT THE EVERGREENING PROJECT

CARE International in Uganda with funding from G9 Ark Foundation is implementing a 5-year project in Northern Uganda. The project will be implemented in partnership with CRS, World Vision and other implementing agencies. The project aims to reverse global warming by restoring 302,656 hectares of ecosystems that have been destroyed by mankind since the beginning of the industrial revolution in Agago, Gulu, Kitgum, Omoro & Pader districts (in Acholi Sub region) and Kole, Otuke & Oyam districts (in Lango Sub region).

CARE International in Uganda seeks to recruit a Ugandan professional who is passionate about gender transformation, building resilience and empowering women and girls to join this noble fight against poverty and injustice by filling up the following position:

1. Gender Specialist, 1 Position, Location: Gulu with 50% travel across the project districts.

JOB SUMMARY

The Gender Specialist will provide technical support to the CARE partners, CSOs, Local Governments and the consortium to ensure gender is mainstreamed across all the project interventions. S/he will also ensure that gender activities are consistent and fit within CARE’s gender equality framework. The position holder will participate in project planning, monitoring and capacity building activities. S/he will provide overall program level technical guidance on gender integration and ensure gender transformative approaches are implemented, contribute to requisite gender capacity development through various ways including training, coaching and mentoring program staff and partners.
PERSON SPECIFICATIONS: EDUCATION, EXPERIENCE, KNOWLEDGE AND SKILLS

Essential:
1. A post graduate qualification or its equivalent in gender or women studies, Gender, Social Sciences, Agriculture, Rural Development, Environmental Science, Soil and Water Management or other related field is a MUST
2. A minimum of 5 years’ substantial work experience in gender mainstreaming in natural resources management, livelihoods, agriculture and climate change projects.
3. Experience and knowledge of Climate Change, Building community resilience and Natural Resource Governance.
4. Knowledge of government structures and policies at local and national levels particularly within the field of Gender, Environment and Natural resources, Agriculture
5. Experience of leading, supporting, managing, inspiring and coaching staff with different disciplines and backgrounds.
6. Excellent verbal and written communication skills in both English
7. Ability to network effectively, with the ability to develop a wide range of relevant contacts
8. Demonstrable integrity by modelling CARE’s values and ethical standards
9. Demonstration of gender, culture, religious, nationality and age sensitivity
10. Ability to lead strategic planning, results-based management and reporting for gender activities.

Application Procedure:
Interested and suitable candidates should submit their applications and CVs including the names, daytime telephone contacts and email addresses of three work related referees to ugarecruitment@care.org by 31st May 2020. Please indicate job title in your email subject line.

CARE IS AN EQUAL OPPORTUNITIES and GENDER SENSITIVE EMPLOYER WITH ZERO TOLERANCE TO CORRUPTION, SEXUAL EXPLOITATION AND ABUSE.

Please Note that CARE does not ask any applicant payment for any recruitment process.

For any questions please call our office on 0312258100/150

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

Job Title: Gender Specialist  
Grade: E  
Step: 2  
Program: Women Empowerment and Natural Resources Governance (WENG) Program  
Supervisor Title: Initiative Manager, Evergreening Project  
Location: Gulu sub office (with up to 50% travels across the project areas)  
Date Employed: Subject to receiving the donor contract

Job Summary:  
The Gender Specialist will provide technical support to the CARE partners, CSOs, Local Governments and the consortium to ensure gender is mainstreamed across all the project interventions. S/he will also ensure that gender activities are consistent and fit within CARE’s gender equality framework. The position holder will participate in project planning, monitoring and capacity building activities. S/he will provide overall program level technical guidance on gender integration and ensure gender transformative approaches are implemented, contribute to requisite gender capacity development through various ways including training, coaching and mentoring program staff and partners.

Key Duties and Responsibilities:

Responsibility 1: Provide gender programmatic technical assistance to Evergreening Project implementation team (65%)

- Provide technical assistance to staff and partners in assessing the strength of their approach to gender mainstreaming across the program cycle and advise management on corrective interventions.
- Lead the creation of gender transformative Natural Resources Plans through coordination and implementation of activities.
- Provide technical expertise to develop and implement conceptually innovative gender approaches to enhance women empowerment.
- Work with staff and partners to ensure gender transformative approaches are adhered to in composition and performance of the selected groups or associations that CARE will work with.
- Guide the project team in design of gender sensitive and transformative Natural Resources Management Strategies.
- Strengthen the capacity of technical staff and partner organizations in Gender mainstreaming in Natural Resources Management  
- Lead public and policy advocacy for gender responsiveness in Natural Resource Governance  
- Lead/undertake gender analysis with specific interest to the agricultural and natural resources management.  
- Lead the implementation of actions to ensure that project participants especially women and/or girls are empowered and their confidence is enhanced using proven and sound strategies.
• Ensure that CARE’s Gender, Inclusive Governance and Resilience frameworks are operationalized during project planning and implementation
• Lead in mainstreaming gender equity and diversity in groups and individual families to ensure that family members participate in project activities and share benefits equitably.

Responsibility 2: Support Monitoring, Evaluation and Learning 30%
• Provide technical support to gender related initiatives of the country office
• Distil and document gender-related lessons for policy dialogue, public advocacy and future programming and organize dissemination of learning within WENG
• Support the compilation and gender-review of the periodic project reports.
• Provide advice on appropriate gender indicators in the performance measurement framework
• Support in monitoring and reporting of program results/outputs and objectives against agreed gender indicators.
• Conduct regular field trips to districts, CSOs and activity locations to monitor implementation of the project interventions according to sound gender standards.
• Compile, analyse and interpret gender disaggregated data related to GBV and other related issues in Natural Resource Management.

Responsibility 4: Any other duties-5%
• Represent CARE in gender related engagements with key stakeholders
• Link women and youth groups to existing opportunities in government and other agencies
• Develop and maintain positive working relations with a wide network of partners, including local governments, development partners, parliament, media, NGOs and especially women’s organizations.
• Support resource mobilization through concept and proposal development particularly contributing substantial gender expertise and inputs.

Contacts/Key Relationships/Collaboration:
The primary focus of the position is supporting Evergreening Project 100% of the time. The position demands significant linkages and collaboration within the WENG program (with program staff, and partners), and across Uganda CARE Country Office initiatives. The position will work closely with the Natural Resources Management Specialist & M&E Specialist.

Authority:
The Gender Specialist is a technical position reporting to the Initiative Manager Evergreening Project. The holder of this position will not manage a budget, and enter into any formal contractual or partnership relations with CSOs, private sector or consultants.

Work Conditions
The position is based in Gulu sub office with up to 50% travels across the project areas. He/She will work in Agago, Gulu, Kitgum, Kole, Omoro, Otuke, Oyam and Pader districts.

Qualifications, Skills and Experience:
The Gender Specialist will be expected to have the following qualifications, skills and experience
Minimum required qualification

- A postgraduate qualification or its equivalent in gender or women studies, Gender, Social Sciences, Agriculture, Rural Development, Environmental Science, Soil and Water Management or other related field is a MUST

Required Experience, skills and Competencies

- A minimum of 5 years’ substantial work experience in gender mainstreaming in natural resources management, livelihoods, agriculture and climate change projects.
- Experience and knowledge of Climate Change, Building community resilience and Natural Resource Governance.
- Knowledge of government structures and policies at local and national levels particularly within the field of Gender, Environment and Natural resources, Agriculture
- Experience of leading, supporting, managing, inspiring and coaching staff with different disciplines and backgrounds.
- Excellent verbal and written communication skills in both English
- Ability to network effectively, with the ability to develop a wide range of relevant contacts
- Demonstrable integrity by modelling CARE’s values and ethical standards
- Demonstration of gender, culture, religious, nationality and age sensitivity
- Ability to lead strategic planning, results-based management and reporting for gender activities.