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 the position of:

1. Gender and GBV Specialist: 1 Position, Location: Arua

Job Summary

The Gender and GBV Specialist is a senior member of WAYREP project team. S/he essentially provides technical leadership on gender, GBV prevention, response and mitigation, as well as on psychosocial support. The Specialist ensures that gender transformative approaches and psychosocial support are embedded across all project result areas; and that GBV prevention and response activities deliver quality and achieve required outcomes. S/he ensures gender integration in project monitoring, evaluation, accountability and learning (MEAL) framework. The specialist builds capacity for WAYREP staff, partners and key stakeholders. The Specialist must be competent with extensive hands-on experience in leading behavioral change communication models including application of SASA! Methodology and the Role Model Men/Boys model. S/he collaborates with colleagues to implement women’s economic empowerment and advocacy result areas.

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 **23rd October, 2020.** 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

N.B: Refer to the Job description below for more details about the job
JOB SUMMARY
The **Gender and GBV Specialist** is a senior member of WAYREP project team. S/he essentially provides technical leadership on gender, GBV prevention, response and mitigation, as well as on psychosocial support. The Specialist ensures that gender transformative approaches and psychosocial support are embedded across all project result areas; and that GBV prevention and response activities deliver quality and achieve required outcomes. S/he ensures gender integration in project monitoring, evaluation, accountability and learning (MEAL) framework. The specialist builds capacity for WAYREP staff, partners and key stakeholders. The Specialist must be competent with extensive hands-on experience in leading behavioural change communication models including application of SASA! Methodology and the Role Model Men/Boys model. S/he collaborates with colleagues to implement women’s economic empowerment and advocacy result areas. S/he promotes a human-rights based approach to transform underlying gender norms for refugees both in urban and rural contexts as well as for host communities. The position supervises WAYREP GBV officers, manages their performance and reports to the Project Manager. The duty station is Arua with travel in the project area of up to 40% of the time.

SPECIFIC RESPONSIBILITIES:

**Responsibility #1: Technical Leadership for Quality Implementation of GBV Prevention, Response and Integration/Mitigation to Achieve Required Outcomes (50%)**

Tasks
1. Responsible for effective and quality implementation of the WAYREP result Areas 2 (prevention) and 3 (response), which includes proposing adaptations or innovations in programming where necessary.

2. Conduct needs assessments, build capacity and provide technical support to CARE Staff and implementing partners for GBV prevention, response and mitigation/integration as well as psychosocial support including coaching and on-job support.

3. Support CARE staff, partners and project structures to uphold SGBV safeguarding standards for working with women, girls and survivors, applying ‘do no harm’ principles.

4. Conduct periodical assessments for partners and Government service providers to ensure that standards of GBV response services are maintained and provide information on capacity gaps and plans for technical support as well as advocacy.

5. Lead on building capacity of service providers e.g. Health, Policy and Justice on GBV case management to contribute to quality response and increased confidence among survivors to report;

6. Train WAYREP and partners staff in provision of survivor centred GBV case management and referrals based on national protocols and SOPs.

7. Implement behaviour change communication and programming strategies to reduce GBV tolerance using proven strategies such as engaging men and boys’ methodology and SASA! Activism and Collaborate with Raising Voices for technical support on adaptation of the SASA! Methodology and its roll out.

8. Develop, test, pilot and/or adapt existing and/or new standard operating procedures (SOPs), tools, manuals and guidance notes as per the inception phase studies and wider CARE International knowledge products, platforms and networks to ensure robust implementation of result areas 2 and 3 and integration of gender, GBV and psychosocial support in all results areas. This involves monitoring activities, their outputs and lessons emerging from them as well as risks such as COVID 19.

9. Develop and support implementation of SOPs that guide case management in compliance with best-practice and international standards of GBV response, including reporting requirements.

10. Conduct periodic review of CARE and partner GBV approaches and activities for reducing social acceptance of GBV and enhancing support for survivors in targeted communities and take timely remedial action.

11. In implementing WAYREP GBV interventions, pay particular attention to ensure Do No Harm (DNH) is consistently integrated in programming, with a focus on result areas 2 and 3.

12. Collaborate with gender and GBV specialists in CARE Uganda as well as wider CARE networks, CARE Austria and platforms such as the Gender Cohort and the CARE International Gender Network to ensure that WAYREP GBV prevention, response, integration and mitigation interventions are coordinated and streamlined.

13. Develop, adapt and use various media as appropriate to disseminate IEC materials for community engagement on: reducing acceptance to GBV, accessing services for survivors, right to a life free from violence; accessing dignified economic opportunities; SASA! Methodology, the Role Model Men and Boys model and GBV Referral Pathways.

14. Collaborate with the Girls Economic Empowerment Specialists to integrate gender transformative approaches in implementing result area 1 for women and girls socio economic empowerment and resilience building activities.

15. Collaborate with the Advocacy Specialist to share relevant information/evidence/issues for advocacy and for using CSC insights in cooperation with local authorities and service providers

16. Engage in relevant networks and working groups on gender, GBV, PSS in Uganda at settlement, district and national levels.
17. Lead in organizing activities for commemorating International days in line with project interventions.
18. Coordinate with the women’s movement, youth and refugee led organisations on approaches to effective GBV prevention, response, integration and mitigation.
19. Develop effective and appropriate GBV psychosocial programming, including individual and group counselling as well as psychosocial support and self-care sessions for case workers and community based structures that do referrals and basic counselling.
20. Work closely with the Ministry of Gender, Labour and Social Development to ensure that GBV Incidences received and cases managed by WAYREP or its implementing partners are reported into the national level GBV Database (NGBVD) as required.

**Responsibility #2: Technical leadership to ensure gender transformative approaches and pathways are integrated throughout WAYREP programming (20%)**

**Tasks:**
1. Lead on integration of gender transformative approaches across all result areas with regular and comprehensive reference to CARE tools and conceptual frameworks such as the Gender Toolkit, which includes the Gender Marker, the Gender Equality Framework (GEF) and the Gender Continuum. The Specialist is expected to draw on CARE international knowledge resources, such as publications, webinars, tools and networks such as CIGN, to the greatest extent.
2. Support all WAYREP Specialists e.g. for MEAL, WEE, and Advocacy to apply gender transformative models, approaches, curricula and tools in V/YSLAs, delivery of multi-purpose cash transfers, advocacy and all activities.
3. Lead gender and GBV capacity building for CARE, implementing partner staff and community agents of change on essential skills and tools including: Gender, Equity and Diversity; PHSEA, PSS and Gender in Emergencies
4. Lead on integrating gender in all analyses including rapid gender analysis (RGA), research and disaggregated reporting for the baseline, midterm and end line evaluations.

**Responsibility #3: Monitoring, Evaluation, Accountability and Learning (MEAL) 15%**

1. In collaboration with the MEAL team and CO stakeholders, support establishment of an M&E system and database that is harmonized with the NGBVD and the GBVIMS.
2. Monitor the quality and impact of integration of gender transformative approaches and GBV in all project platforms such as V/YSLAs, livelihoods, women and risk groups and advocacy.
3. Support MEAL Team to ensure the project M&E Framework is gender, equity, diversity and context sensitive;  
4. Support MEAL Team to implement the M&E system and the learning agenda.
5. Collaborate with WAYREP team to establish effective complaints, feedback and reporting (CFR) mechanism that is accessible to project beneficiaries and particularly the most vulnerable women and girls at the highest risk of SHEA.
6. Participate in generating and documenting lessons learnt and knowledge in the integration of a gender transformative approach in WAYREP and specifically on GBV prevention, response, integration and mitigation.
7. Participate in routine planning, reviews and reporting.
Responsibility #4: Team leadership and people management related to result 2 and 3 CARE and partners staff (5%)

1. Directly supervise assigned WAYREP staff such as GBV Officers while supporting development of annual performance objectives and proactive performance management through day-to-day guidance, coaching, mentorship, and guiding staff to achieve personal and professional development objectives.
2. Actively participate in building team-work, staff motivation, cohesion, respect, promoting mutual accountability and infusion of CARE Core values of transformation, integrity, equality, diversity and excellence.
3. In collaboration with the project Manager, conduct ongoing identification of staffing needs, recommend changes to staffing structure and develop or adapt job descriptions as needed for supervised positions.

Job Responsibility #5: Promote Gender Equity and Diversity & Safeguarding Practices (5%)

- Practice a behaviour 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.
- Ensure that CARE Safeguarding policies and procedures are adhered to by all and the staff that S/he works with both directly or indirectly
- Ensure that staff and related personnel under your jurisdiction are familiar with the following organizational policies and procedures and can identify when needed how these may have been breached; The CI Safeguarding policy, Protection from Sexual Harassment, Exploitation and Abuse and Child Abuse, The anti-discrimination and harassment policy, The code of conduct and the organizations Values.

Responsibility #6: Any other duties assigned (5%)

1. Participate in business development activities, proposal writing and concept development in areas of professional competence.
2. Represent CARE and WAYREP in relevant fora as authorised.
3. Perform any other duties incidental to the function of Gender and GBV Specialist.

LEVEL OF AUTHORITY
The Gender and GBV specialist reports to the Project Manager. This is not a budget holding or management position but a technical support and oversight role to WAYREP from a gender transformative perspective and specifically in relation to PSS, as well as GBV prevention, response, integration and mitigation.

RELATIONSHIP AND COLLABORATION
The Gender and GBV Specialist works closely with WAYREP staff from both CARE and implementing partners, guiding them and building their capacity on gender and GBV. It will therefore be essential for this individual to develop relationships with relevant partner organizations to ensure effective support and with CARE colleagues. This requires both sensitivity and responsiveness to the capacities and needs of the different partners. S/he will also collaborate closely with Gender and GBV Specialists in CARE
Uganda, leveraging their experience and contributing his / hers. Capacity to work as part of a team is required.

JOB AND PERSON SPECIFICATION (REQUIREMENTS)

- Bachelor degree in Women and Gender studies, Adult Education, Social Sciences, Social Work and Social development, Community Psychology, and relevant Post graduate qualification is a MUST.
- A Master degree in related field is preferred.
- Advanced knowledge and five years of proven practical experience technically supporting gender transformative approaches and GBV prevention and response interventions.
- At least 5 years of hands on professional experience in gender programming, particularly GED (including working with various cultural backgrounds, understanding their culture, breaking taboos in conversations, ability to discuss sensitive topics such as masculinity and sexuality in a sensitive but direct way) with experience implementing gender transformative programs a must.
- Experience working with large, cross cultural teams with multiple deliverables is desirable.
- Strong interpersonal communication and facilitation skills;
- Excellent team work, networking, communication and collaboration skills especially among the WAYREP project team members as well as work closely with CARE Austria on a number of deliverables, project needs
- Experience/ knowledge of international development and humanitarian work, preferably in Uganda
- Ability to network, build relationships and establish collaboration with different partners, agencies local and international networks.
- Unshakable commitment to gender equality and proven experience in SASA training and other Gender Transformative approaches like Role Model Men and Boys, Household dialogues etc.
- Proven experience and certified GED trainer or an equivalent
- Working knowledge in M&E with strong report writing and documentation.

COMPETENCIES

- **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 organisational 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.

• Diversity - Promoting, valuing, respecting and fully benefiting from each individual’s unique qualities, background, race, culture, age, gender, disability, values, lifestyle, perspectives or interests; creating and maintaining a work environment that promotes diversity.

• Adaptability- Expected to well adjust with the country, the CO operating 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:

<table>
<thead>
<tr>
<th>I have read, fully understood, and accept the requirements and responsibilities of this Job Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Name of Job Holder:</td>
</tr>
<tr>
<td>Name of Supervisor:</td>
</tr>
<tr>
<td>Name of Supervisor of Supervisor:</td>
</tr>
</tbody>
</table>