

**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 professional to fill the following position:

**1. Gender Specialist; 1 Position, Locations: Fort Portal**

**Job Summary:**

The Gender Specialist is a senior member of the Climate Justice program, responsible for providing overall technical leadership on gender to ensure program implementation. The results in measurement and results are gender transformative. This role requires the Specialist to ensure that program approaches are gender transformative, and that program staff, partners and consultants are properly trained, oriented, and empowered to ensure program delivery approaches are gender transformative. It requires the Specialist to prioritize research and learning to constantly inform and influence the program to be more gender transformative. The Specialist is responsible for strategic engagement, partnerships and coordination with program partners and relevant stakeholders, including government entities and civil society. The Specialist will ensure that the results framework and results measurement for the Climate Justice Program is gender transformative. The Specialist will provide technical assistance throughout implementation to ensure a gender intentional plan

***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***](mailto:ugarecruitment@care.org)***), indicating Gender Specialist in the email subject. The deadline for submitting applications is 22nd May 2022. For any questions, please call our office on 0312258100/150.***

***CARE IS AN EQUAL OPPORTUNITIES, GENDER-SENSITIVE EMPLOYER; IT.’S 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 requires that all its staff are fully vaccinated with COVID 19 to access any CARE office premises.*

*N.B.: Refer to the job description below for more details across all the Climate Justice Program projects. This position will ensure that lessons from the program are used to inform and influence other CARE programs in Uganda and elsewhere.*

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| **CARE INTERNATIONAL IN UGANDA JOB DESCRIPTION** |

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| **Job Position Title** | **Gender Specialist– Climate Justice** | | | | | |
| **Job Grade and Step** | **TBD** | | | | | |
| **Program/Project** | **Climate Justice** | | | | | |
| **Duty Station/travel time** | **Fort Portal** | | | | | |
| **Immediate Supervisor** | **Program Manager – Climate Justice** | | | | | |
| **Supervisees** | N/A | | | | | |
| **Status of JD** | **X** | **New** |  | **Revised** |  | **No Change** |
| **Date submitted to HR** |  | | | | | |
| **Name of Job Holder** |  | | | | | |
| **Date of Hire** |  | | | | | |

**Program SUMMARY**

Climate Justice is one of the four programme areas for CARE International in Uganda, the other three being Gender Justice, Livelihoods and Emergency Programs. The Climate Justice Program evolved from a “*Women Empowerment in Natural Resource Governance* (WENG)” Program, whose focus was securing the rights of women and girls (especially those whose livelihoods are dependent on natural resources and/or protected areas) to access and utilisation of natural resources. With effect from 2020, the focus of the program shifted to strengthening the resilience and adaptive capacities to Climate Change and Natural Resource Degradation. For the next five years, CARE will work towards reducing disaster risks, building capacity for adapting to Climate Change, and strengthening Natural Resource Governance in a bid to achieve this goal for 500,000 poor and marginalized (60% of these women and girls) to Climate Change.

**Job SUMMARY**

The Gender Specialist is a senior member of the Climate Justice program, responsible for providing overall technical leadership on gender to ensure program implementation, results measurement and results are gender transformative. This requires the Specialist to ensure that program approaches are gender transformative, and that program staff, partners and consultants are properly trained, oriented, and empowered to ensure program delivery approaches are gender transformative. It requires the Specialist to prioritize research and learning to constantly inform and influence the program to be more gender transformative. The Specialist is responsible for strategic engagement, partnerships and coordination with program partners and relevant stakeholders including government entities and civil society. The Specialist will ensure that the results framework and results measurement for the Climate Justice Program is gender transformative. The Specialist will provide technical assistance throughout implementation, to ensure a gender intentional agenda across all the projects under the Climate Justice Program. This position will ensure that lessons from the program is used to inform and influence other CARE programs in Uganda and elsewhere.

**SPECIFIC RESPONSIBILITIES**

**Responsibility #1: Technical Leadership on Gender Policy, Strategy, Analysis, Advocacy and GBV Mainstreaming in the Program (30% of the time)**

1. Provide technical leadership on developing, regularly updating, and adapting the Program gender strategy including ensuring the program strategy is gender transformative and aligned to the CI Gender Equality Policy and women empowerment approaches in ECSA region and great lakes sub-region.
2. Provide technical leadership and steer processes for gender transformative quality assurance in the entire program cycle from design, delivery, impact measurement to programme closure.
3. Provide technical Specialist support to ensure that all gender mainstreaming initiatives are aligned to the CARE International, regional, and global strategies/thematic areas and emerging programmes.
4. Work with advocacy initiatives to develop gender-transformative national advocacy strategies
5. Support policy analysis of relevant laws, policies and strategies that impact gender equality and women empowerment issues aligned to CARE mandate.

**Job Responsibility #2: Strategic Engagements, Partnerships & Coordination of Gender Activities (20%).**

Identify, develop, actively involve, and directly represent CARE in strategic partnerships, networks, platforms, coalitions, and spaces to engage/work with at local, national, regional and potentially international levels in close collaboration with the CARE Uganda and relevant staff in other countries, and other relevant platforms and networks within CI.

1. Strategically engage in program development and design as the gender expert to ensure that these programs and initiatives are gender transformative and well-resourced for gender transformation.

**Job Responsibility #3: Organisational and Programmatic Gender Capacity Building (20% of the time)**

1. Based on the Program Gender Strategy and related CI Strategies, lead on developing capacity including gender modules, tools, and related policies/strategies.
2. Work collaboratively to enhance a gender friendly environment and strengthen integration of GED approaches in programming and in human resource processes from recruitment, orientation to performance management.
3. Provide cutting edge technical capacity building and on-the-ground support for staff, partners and for field activities in the core programming themes that include though not limited to: Gender Equality and Women’s Voice, Sexual and Gender Based Violence, Engaging Men and Boys, Gender in Emergencies (GiE) including Women Lead in Emergencies (WLiE) and women/girls’ empowerment, GBV prevention, response, integration and mitigation and related protection aspects such as psychosocial support among others.
4. Lead the revision of materials and generate gender specific thematic training manuals, materials and guides based on the programmatic areas of focus in relation to the key gender issues captured under the various CARE Uganda Programmes.
5. Review and provide input in programme related training manuals and ensure they address specific gender issues that directly affect target populations.
6. Lead the development of quality standards for gender transformative programming, including tools for gender/power analysis and gender equity and diversity audits as well as train, coach, mentor and support staff and partners to carry out these analyses and Audits
7. Plan for and conduct gender capacity assessments and develop tailor made gender plans for staff and partners including training and coaching. In doing so, identify capacity gaps in terms of designing gender programs and addressing issues of masculinity and engaging men and boys in promoting gender equality and equity.

**Responsibility #4: Mainstream Gender in Learning and Impact measurement (20% of the time)**

1. Work closely with program partners, the Program Quality and Learning team and relevant initiatives to lead on gender research and analytical processes to generate gender disaggregated information and knowledge while highlighting intersectionality as envisaged by the CARE aspirations on GED.
2. Lead the integration of gender in monitoring, evaluation, learning and accountability (MEAL) system for the program and build capacity of CARE and partner staff to monitor implementation of gender and women empowerment programs and referral mechanisms across program geographical areas.
3. Work with Program Quality and Learning and the MEAL teams to ensure the impact of gender interventions is measured and reported; including documenting lessons learnt and challenges.
4. Facilitate periodic progress reviews among CARE staff, partners, and stakeholders, sharing experience and learnings as well as address challenges that may affect rollout of key strategic tasks and agendas.
5. Support CARE staff and partners in defining learning agendas and facilitate reflective learning practice among CARE and partners’ staff network, particularly around equity and gender, and with the aim of contributing to testing the programs theories of change and ensuring program strategies are adapted based on lessons learnt.
6. Support and facilitate generation, documentation, coordination, and management of knowledge on gender, women and girls’ empowerment approaches across impact group programs and support establishment of mechanisms for effective learning and sharing of experiences.
7. Contribute to the development of impact measurement and knowledge management system, leading on the development of appropriate impact indicators and reflective learning systems related to gender, women and girls’ empowerment program aiming at demonstrating the evidence of impact of programs in addressing gender issues.
8. Working with the Program Quality and learning team, lead the identification, documentation, and dissemination of best practices on conducting evidence-based gender transformative programming with a focus on GBV prevention, response, integration, and mitigation protection within/outside CARE.

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

* Practice a behaviour consistent with CARE’s core values, and promotion of gender equity and diversity goals.
* Play 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 supervisors both directly or indirectly.
* Ensure that staff and related personnel under your jurisdiction are familiar with the following organisational 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 from time to time (5%)**

* Any other duties incidental to the role or assigned by supervisor.

**EDUCATION, EXPERIENCE, SKILLS AND KNOWLEDGE**

**Essential:**

* A Master’s degree holder in fields of Gender and Women Studies, Development, Political Science, Public Administration, Social Sciences or related field is a MUST
* Over 7 years of experience leading Gender programming in an organisation similar to CARE.
* Experience and/or knowledge of the Environment and Natural Resources Sector as well as the Climate Change Landscape is a MUST
* Strong writing, research and analytical skills.
* Strong organisational, advocacy, internal and external engagement skills.
* Substantial experience and knowledge of gender transformative approaches, gender mainstreaming / integration, GBV prevention, response and mitigation as well as protection and advocacy processes.
* Proven knowledge, skills and hands on experience in especially gender capacity building is essential
* Excellent facilitation, communication, partnership and teamwork skills.
* Knowledge of government structures and policies at local and national level (particularly within the field of gender, finance, natural resources, sexual and reproductive health, conflict resolution and emergency response);
* Knowledge of Economic strengthening and financial inclusion of Women Economic Empowerment groups

**CORE 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 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.

• **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:**

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| 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:** |
| **Name of Supervisor:** | **Signature(s):** | **Date:** |