



JOB OPORTUNITY: GENDER ADVISOR (1 Position-Juba)

Catholic Relief Services (CRS) carries out the commitment of the Bishops of the United States to assist the poor and vulnerable overseas. Our Catholic identity is at the heart of our mission and operations. We welcome as a part of our staff and as partners people of all faiths and secular traditions who share our values and our commitment to serving those in need. CRS has been operational in South Sudan since 1983, focusing on agriculture, health, peacebuilding, WASH, emergency relief, and savings and lending activities. CRS also helps strengthen organizational capacity of local institutions.

PURPOSE OF THE POSITION:

The primary role of the Gender Advisor is to work directly with program staff and partners to designing and /or modifying activities for gender equitable outcomes taking into account contextually relevant considerations such as socioeconomic conditions, religion/faith/spirituality, language, and the physical, as well as enabling environments. S/he will be required to assist in monitoring activities and results, paying particular attention to unintended negative impacts.

Specific Responsibilities

Gender Training:

- Design and deliver *context-specific* trainings on organizational gender policies and relevance of gender to programmatic components.
- Work with project staff to design and implement gender-responsive programming and measurable indicators applicable across the project. Develop processes that enable staff to monitor performance and achievement of targets and standards
- Work with project staff to develop formal trainings and informal sessions with gender lens utilizing new or existing resources.
- Train project staff on the delivery of gender-specific topics with particular emphasis on addressing sensitive issues (i.e Gender Based Violence)

- Identify and train a cadre of staff to serve as trainers and become trainers on gender integration.

Gender Analysis:

- Serve as the key point of contact for the consultant (s) conducting formal gender analysis.
- Develop team capacity by designing and implementing training in gender analysis and planning.
- Support the development of the scopes of work for the gender analysis activities.
- Design and undertake gender and barrier analysis for the project. Assist in data collection activities, provide assistance with the interpretation of data and review and provide feedback on draft copies of the gender analysis.

Implementation of Gender Strategies and Activities:

- Support/Advise on and revise proposed strategies and activities during program start-up, including budget implications.
- Actively engage in developing an action plan to incorporate recommendations from the gender analysis.
- Based on formal and informal feedback, update strategies to address key gender targets.
- Identify and adapt to the local context existing gender resources and tools to support gender integration within the project and activities.
- Coordinate with key program staff, including managers to ensure the implementation of gender strategies and gender integration into program activities.
- Foster internal and external relationships for coordination and collaboration with partners and government stakeholders.

Monitoring and Evaluation and Reporting:

- Support the design of M&E tools for gender indicators and monitoring for negative impacts.
- Guide the collection of gender M&E data.
- Interpret results and present findings, recommendations, lessons learned and best practices to colleagues to further learning through community of practice and training sessions.
- Use data to modify activities or mitigate negative impacts.
- Review reports to the donor and provide gendered data and language where needed.
- Support documentation of project processes and learning.

Qualifications

Required:

1. Graduate degree from a recognized university in development or in a directly related field with gender focus.

2. Sound management skills, including a minimum of three-years project management experience at field level.
3. Demonstrated understanding of gender equality and equity, gender integration and engaging men as agents of change and women empowerment.
4. Demonstrated understanding of gender relations in South Sudan.
5. Strong training and capacity building capacities.
6. Strong cross-cultural skills and demonstrated ability to influence change without direct authority.
7. Excellent communication skills in both oral and written, in English.
8. Strong representational, interpersonal and diplomatic skills.

Desired:

1. Experience with participator approaches.
2. Strong survey, M&E and research capacities.
3. Familiarity with adult learning principles/techniques and demonstrated ability to design and facilitate learning opportunities for adults.

Application letter and CV together with the names of three professional referees, should reach the undersigned not later than **April 21st, 2016. Only short-listed candidates will be contacted.**

Address your application letter and CV to.

SENIOR - HUMAN RESOURCESE OFFICER

Catholic Relief Services –

South Sudan program, Juba Office (Hand delivery)

Or

By E-mail: jobapps@crssudan.org

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