OXFAM SOUTH SUDAN

**JOB DESCRIPTION**

**ROVING GENDER OFFICER**

Reporting to **Senior Gender Justice Coordinator**

Internal Job Grade **D1 National**

Contract type **Fixed term contract**

Location **Juba-(Roving) South Sudan**

Staff reporting to this post

Budget responsibility

**Oxfam purpose**

To work with others to find lasting solutions to poverty and suffering. Oxfam is an International Confederation of Organisations working together in 90 countries and with partners and allies around the world to find solutions to poverty, inequality and injustice. Oxfam’s programme extends from humanitarian to long-term development, campaigns and advocacy work across the world and Gender Justice programming. We aim to leverage transformational change to make a significant positive difference to the lives of poor people across the region.

Oxfam has been working in South Sudan since 1983, devoted to empowering people against poverty. In 2015, the organisation consolidated its efforts to meet the needs of the most vulnerable and has reached over 1.2 million people across South Sudan with life-saving sustainable assistance

**TEAM PURPOSE:**

 Oxfam’s South Sudan Program has been operational in Greater Upper Nile, Greater Bahr El Gazal and Greater Equatoria for over 25 years. Under the Current OCS, Oxfam South Sudan envisions contributing to “A South Sudan that is free from poverty and injustice, in which all South Sudanese live in peace and dignity, equally enjoying their rights and fulfilling their responsibilities as full citizens of a state that operates effectively according to principles of good governance” through 4 change goals, namely 1. Saving lives, now and in the future 2. Resilient Livelihoods 3. Advancing Gender Justice 4. Good Governance and Active Citizenship.

**Job Purpose**

Oxfam South Sudan is implementing Emergency Food Security and Livelihood, WASH, Education, Governance and Protection related projects in South Sudan. The purpose of this post is to support Oxfam and partner staff in gender mainstreaming through capacity building, ensure programme learning on gender justice is effective, engage with external and Oxfam level institutions for learning and influence; and to provide appropriate Gender advice to programme and abiding by the *Minimum Standards on Gender*.

This position will require 80% in field basically Nyal, Ganyiel, Pibor, Lankien and Akobo.

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| **DIMENSIONS:** * Strategic leadership to all Oxfam affiliates in country with robust decision on gender mainstreaming in all domains, politics, economy, culture, environment, and social works etc
* Plans and objectives are developed to contribute to country programme strategy and can involve collaboration with other programme units or departments
* Coordination and delivery of agreed plans and strategies. Strategic input on the country programme plan while plans and objectives contribute to the broader program strategy.
* Representation in coordination meetings and in external relationships.
* Coordinates with EFSVL, WASH, Education, Governance, protection, MEAL and Advocacy and Campaign
* Specialist advice to all program teams, as needed, including:
* Support to field teams through both distance support and regular field visits.
* Capacity building of gender and thematic staff, and partner organizations on gender mainstreaming including coaching and, on the job training
* Support to public campaigns based on agreed plan of action and objectives.
* Support on fundraising efforts and produce clear and quality reports (financial and narrative) that demonstrate good accountability.
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| **KEY RESPONSIBILITIES:** **Capacity Development*** Develop gender justice capacity building strategy in consultation with Gender Justice and thematic team in Oxfam and partner organizations
* Work with the Gender Justice and thematic team and HR to find out the learning needs of staff on gender mainstreaming, and women’s rights in programming
* Plan the capacity development needs of the staff on gender equality and women’s rights to improve quality programming using Oxfam’s Minimum Standards for Gender in Emergencies, IASC Gender Marker, IASC Gender Handbook and GBV Guidelines.
* Facilitate the gender capacity building initiations – for Oxfam and partner staff
* Facilitate regular gender related learning review with different teams
* Provide regular orientation on promoting the Oxfam gender pick up and go modules, Oxfam Minimum Standards for Gender in Emergencies and checklists in all Oxfam focus areas.
* Develop gender mainstreaming tools, and orient Oxfam and partner staff on it

**Gender mainstreaming*** Conduct gender analysis and assessments as per the requirement and ensure gender is mainstreamed in all programs
* Joint field visits with thematic team and MEAL team to provide on the spot advice related to gender issues
* Facilitate and support thematic team in gender mainstreaming and adapting existing systems to monitor progress in gender mainstreaming.
* Ensure Oxfam’s minimum standards for gender and gender equality policies are followed
* Participate in planning sessions and team meetings to provide a gender perspective from planning phase
* Contributing to Gender Justice aspects of programme reporting for the Senior Management Team and programme teams
* Keeping up-to-date and sharing developments in Gender Justice related issues and making recommendations to Programme management on opportunities for influencing;

**Capturing and sharing gender related achievements, challenges, lessons** * Co-facilitate a gender learning reviews to capture the achievements, gaps and challenges and to identify contextual and strategic way forwards
* Collect and promote good practices and lessons learned, contributing to a collection of replicable good practices for gender equality programming for Oxfam and partner organizations
* Plan joint field visits with MEAL, and Advocacy and Campaign team to capture case stories from gender lens
* Work closely with MEAL and Advocacy and Campaign team to collect information and to connect the local issues to international platforms
* Prepare and coordinate the production of Gender Justice related advocacy articles for different Government and key stakeholders.

**Quality programming** * Provide technical advice and guidance to work of the Gender Justice and thematic team in field locations – and work closely with the Programme Quality Coordinator in improving program quality from the gender perspective.
* Responsible for oversight and monitoring of Gender Justice related program and operational expenditure if needed.
* Coordinate and participate in monitoring visits of Gender Justice activities by Government, donors, etc.
* Provide technical advice to develop gender responsive monitoring tools
* Support to ensure sex and age disaggregated data

**Funding** * Assist in the identification of funding opportunities and develop funding proposals.
* Support in proposal writing and donor reporting

**Coordination*** External coordination with government, non-government, partner organizations and UN coordination mechanisms to raise Oxfam’s profile in the promotion of gender equality, and Women’s Rights and find potential support
* Build strategic alliances with other key actors, including Women’s Rights Organizations, to advocate for gender equality and women’s rights

.**Other*** Carry out any other duties deemed necessary and reasonable to meet operational requirements, as requested by the line manager.
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| **SKILLS AND COMPETENCE:** * A university degree in social science/ Gender studies/ International studies OR in any other relevant field.
* Experience of capacity building on gender mainstreaming and women’s rights, programme management, including the management of Gender Justice programs.
* In depth understanding of community, regional and global development issues and their inter-relationships.
* Demonstrated experience and capacity to engage and motivate others to support Gender Justice.
* Knowledge and experience of creating change in gender justice, both through working in partnership with other organisations and direct implementation.
* Highly flexible in style with the ability to produce creative and pragmatic solutions to complex problems.
* Willing to work under pressure in a demanding environment.
* High quality interpersonal skills and good representational skills
* Strong written and reporting skills
* Ability to analyse and communicate complex information to a wider audience.
* Results oriented and proactive.
* Preferably, Knowledge of government and donor development agenda’s and priorities in South Sudan in relation to Gender Justice.
* Preferably, professional networks with South Sudan Gender Justice networks.
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