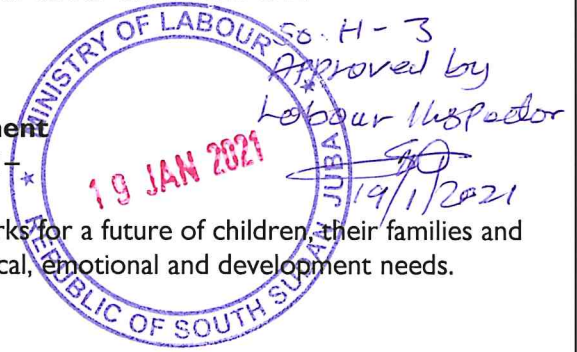




Save the Children

19<sup>th</sup> January, 2021.

**External Job Advertisement**  
VA – NO: SCI/HR/20201901-



Save the Children is an international non-governmental organization that works for a future of children, their families and communities realize social equity and dignity; have access to their basic physical, emotional and development needs.

SCI is seeking to recruit: -

<b>Job Title:</b>	<b>Gender Advisor</b>
<b>Location:</b>	<b>South Sudan CO Juba with some Travel to the Field.</b>
<b>Reports to:</b>	<b>Education Consortium Manager (ECM)</b>
<b>Contract period:</b>	<b>12 Months – with possibility of extension based on satisfactorily performance and funding.</b>

**Reports to:** Education Consortium Manager (ECM),

**Staff directly reporting to this post:** n/a

**Staff indirectly reporting to this post:** n/a

#### **JOB PURPOSE:**

Save the Children (with NRC and FCA) leads the South Sudan NGO Education Consortium as Grant Agent for Education Cannot Wait (ECW) Seed funding, an innovative model for programming education in emergencies. The funding will ensure that out of school children (OOSC) in priority areas have flexible, responsive routes into learning opportunities, that support their transition into further levels of education and that support their holistic wellbeing and development.

In contributing to the realization of Sustainable Development Goal (SDG) 4 on education, the South Sudan ECW MYRP recognizes that advancing SDG 5 on gender equality and the empowerment of women and girls is central to inclusive, quality education for all. Specifically, this ECW program will contribute to not only tackling the impact inequalities have on girls', boys' and youths' equal access to and enjoyment of inclusive and quality education, but also seek to address the root causes of gender-based discrimination in emergencies. Gender-based discrimination negatively impacts children's and youths' enjoyment of their rights and intersects with other forms of discrimination based on age, disabilities, geography, ethnicity, faith, sexual orientation, displacement and statelessness.

Save the Children (with NRC and FCA) believes that gender inequality affects our ability to effectively protect and promote the rights of children. We therefore seek to be gender transformative in the way we design and implement programmes. Gender equality has been identified as a priority theme within our strategy and the Gender Advisor will drive this work forward.

Reporting to the Education Consortium Manager (ECM), the Gender Advisor shall be responsible for ensuring that the ECW consortium program leverages action and contribute towards coordinated strategies which seek to ensure and to go beyond parity in enrolment as well as to address the gender norms perpetuating historical, socio-cultural inequalities preventing girls, boys and youth from equally accessing and benefiting from quality education.

The job holder will work with IPs to promote education systems and pedagogies which seek to equally empower girls and boys through the transformation of gender norms and subsequent gender roles restricting girls', boys' and youths' realization of their full potential. S/he will work closely with consortium partners and IPs to ensure learning happens in safety and without fear, recognizing and tackling all forms of school-related gender-based violence including bullying and insecurities associated with but not limited to attacks on education which girls and boys face when learning. The Gender Advisor will work closely with consortium partners and IPs to achieve the objective of ensuring that all girls, boys and youth affected by the conflict can equally learn, with local commitment towards the equal valuing of both girls' and boys' education regardless of age, disabilities, geography, religious affiliation, ethnicity.





The Advisor will also be responsible for promoting disability inclusion as a cross-cutting area in the project and across implementing partners and provide basic level of technical guidance and support reflecting Save the Children's commitment to disability inclusion.

## **KEY AREAS OF ACCOUNTABILITY:**

### **Programme Implementation:**

- Work closely with consortium members and implementing partners to ensure the establishment and/or rigorous implementation of gender-responsive Organizational Practices and Procedures including ensuring they promote, protect and ensure a non-discriminatory, empowering, inclusive, diverse and safe work-environment for all, which has zero tolerance and effective redress for any practices in the workplace which may counter this culture.
- Work closely with consortium members and implementing partners to adopt gender mainstreaming approaches into all components of the program and ensure all partners implement gender-responsive approaches within ECW's operations, planning, monitoring and evaluation procedures, including but not limited to the monitoring requirements of Inter-Agency Standing Committee (IASC) Gender with Age Marker (GAM).
- Document successes in programme implementation, including specifically on the Consortium approach, for sharing with donors and Save the Children members and Consortium Senior Management of NRC and FCA.
- Ensure that technical support areas of IPs are identified and support the Technical Specialist to ensure quality programme delivery by the team designated for consortium management
- Provide support to implementing partners and ensure that they apply appropriate project implementation strategies and approaches as indicated in the project documents.
- Travel to project sites and conduct regular monitoring of projects together with project team to ensure the set quality is met across IPs. This will be done to ensure all implementation are in line with Gender-responsive strategies and that all grants are incorporating strategies which go beyond only addressing the differentiated challenges that girls, boys and youth face in accessing and benefiting from education, but also addressing aspects of the root causes of gender-based discrimination holding girls, boys and youth back.
- Support implementing partner to mainstream disability inclusion and engage with families of children with disabilities and representative organisations of persons with disabilities.

### **Information, Analysis and Program support:**

- Support the collection and analysis of sex- and age- disaggregated data (quantitative, qualitative and anecdotal) as well as streamlining the needs assessment, collection and analysis so that it can be more effective in meeting beneficiary needs.
- Support strengthened gender-, age- and disabilities-disaggregated data and gender and diversity analysis on trends around children's education in South Sudan at both national sub levels.
- In collaboration with the consortium partners, conduct gender analysis in the program locations and utilize recommendations to inform program implementation.
- Facilitate and support the integration of gender perspectives (such as the framework and checklists in the IASC Gender and GBV Handbooks) in the programming across the different stages of the project cycle (implementation, monitoring, evaluation and reporting).
- Assist consortium partners and other implementing partners in setting up or adapting existing systems to monitor progress in gender mainstreaming by using inter alia the IASC framework and checklists, ECW gender policy and adapting them.
- Ensure that issues of GBV and Sexual Exploitation and Abuse (SEA) are explored in sensitive ways, and that services and follow-up are provided in keeping with guidelines of ECW and partners.
- Review project plans and budgets (or provide written guidelines for such a review) to ensure that adequate attention is paid (and resources allocated) to the promotion of gender equality across implementation, monitoring and reporting.
- Work closely with the consortium partners and other implementing partners to develop a Gender action plan (GAP) on how to implement the gender analysis recommendations

### **Capacity-building:**

- Training staff on Gender equality and Protection from sexual exploitation and abuse (PSEA).
- As timing permits, in manageable blocks, review basic concepts and principles of gender/GBV/PSEA for all implementing partners and consortium members. Also, provide specialized Education sector/logistical briefings to each respective specialist/team as appropriate.





- Provide training/orientation on promoting the gender equality, the use of IASC Gender and GBV handbooks and checklists in all focus areas. Capacity building could include training, ToT, mentoring and one-on-one support.
- Assisting in providing and creating / adapting of gender equality tools for the collection and analysis of sex, age and disability disaggregated data in the area of Education and training consortium members and implementing partners on usage.

### **Coordination, Representation and Advocacy:**

- Support staff of implementing partners and consortium members to build strategic alliances with other key actors internally and externally to advocate for gender-sensitive programming.
- Support Consortium members and implementing partners to work closely and coordinate with each other in the country to ensure cohesive gender equality programming and sharing of learning and experiences.
- Provide technical support to and identify opportunities for the development of relevant advocacy and communication/information materials to address gender (in) equality issues.
- The Gender Advisor will represent the Consortium at Gender-related coordination meetings such as National Cluster Gender Coordination Forum, GBV Sub Cluster, occasional donor representation and engagement on monitoring and scoping visits as required.

### **Reporting:**

- S/he will liaise with the Consortium Manager and implementing partners to support systems that ensure continuous collection and submission of sex, age and disability-disaggregated data on enrolment, retention, drop out and completion and progress reports to have sex and age disaggregated data (SAADD) showing how the program has impacted girls, boys and youth before submission to the ECW Steering Committee.
- Ensure Gender equality and the empowerment of women and girls (GEEWG) are mainstreamed also within grant's Monitoring and Evaluation (M&E) framework (outputs and outcomes), and that indicators are disaggregated by sex, age and disability wherever possible being mindful that gaps in available sex-, age- and disability disaggregated data are always a potential reality.

### **Other Administrative and Miscellaneous Duties:**

- Collect and promote good practices and lessons learned, contributing to a collection of replicable good practices for gender equality programming.
- Identify any risk of, or suspected incident of sexual exploitation and abuse, fraud etc. and report
- Comply with and promote all Global Policies such as Child Safeguarding, whistle blowing, fraud and safety.

Perform other duties as may be requested by the Education Consortium Manager.

### **SKILLS AND BEHAVIOURS (our Values in Practice):**

#### **Accountability:**

- Holds self-accountable for making decisions, managing resources efficiently, achieving and role modelling Save the Children values
- Holds the team and partners accountable to deliver on their responsibilities - giving them the freedom to deliver in the best way they see fit, providing the necessary development to improve performance and applying appropriate consequences when results are not achieved

#### **Ambition:**

- Sets ambitious and challenging goals for themselves (and their team), takes responsibility for their own personal development and encourages others to do the same
- Widely shares their personal vision for Save the Children, engages and motivates others
- Future orientated, thinks strategically

#### **Collaboration:**

- Builds and maintains effective relationships, with their team, colleagues, Members and external partners and supporters
- Values diversity sees it as a source of competitive strength
- Approachable, good listener, easy to talk to.

#### **Creativity:**



- Develops and encourages new and innovative solutions
- Willing to take disciplined risks

#### **Integrity:**

- Honest, encourages openness and transparency

#### **QUALIFICATIONS:**

- Degree in a relevant and related field such as education planning and management with additional training project planning and management techniques

#### **SKILLS AND EXPERIENCE:**

##### **Essential:**

- Proven experience combining formal expertise on gender mainstreaming and gender equality with experience of applying these concretely to specific program sectors especially education, plans, policies and processes;
- Knowledge of gender equality training tools and methods and proven experience delivering training on gender-responsive programs;
- Experience on inclusion of protection measures against sexual and gender-based violence (SGBV), School-Related GBV (SRGBV), and cooperation with any work to end Harmful Traditional Practices.
- Prior experience in addressing socio-cultural and gender norms and barriers to education and participation in decision-making and leadership of girls and boys and youth.
- At least 5 years of experience in Gender equality integrated in other sectors, preferably ECD, Education and/or Education in Emergencies programming.
- Knowledge of current global and regional and national debates on gender equality policies and models.
- Good conceptual and theoretical understanding of the rights of persons with disabilities, CPRD and child rights and ability to provide operational and technical advice on disability mainstreaming into education programmes.
- Experience with supporting mechanisms to prevent sexual exploitation and abuse (PSEA) in Humanitarian settings.
- Proven experience of developing and managing high quality, innovative and cost-effective gender equality programming in complex environments and with International NGOs, preferably working within a consortium or with implementing partners.
- Prior experience working in consortium structures and projects, or in consortium / programme management units.
- Proven experience and skills in gender analysis, gender audits, safety audits, gender-related research and advocacy and writing high quality gender assessment reports.
- Ability to extensively travel for project monitoring and provide on-site technical support to field teams.
- Commitment to Save the Children values.
- Ability to coach and mentor partners on gender equality programming.
- Highly developed interpersonal and communication skills including influencing, negotiation, steering and coaching.
- Highly diplomatic with strong oral and written communication skills (English)

##### **Desirable**

- Demonstrable understanding of ECW guidelines and preferably ECW Gender Policy.
- Has a good and network with the disability movement in South Sudan

##### **Desirable**

- Oral and written communication skills in Arabic
- Experience in managing medical supply chain preferred
- Previously completed Hostile Environment Awareness Training (HEAT)

#### **Additional job responsibilities:**

The duties and responsibilities as set out above are not exhaustive and the role holder may be required to carry out additional duties within reasonableness of their level of skills and experience.

#### **Equal Opportunities:**





- The role holder is required to carry out the duties in accordance with the SCI Equal Opportunities and Diversity policies and procedures.

**Child Safeguarding:**

- We need to keep children safe so our selection process, which includes rigorous background checks, reflects our commitment to the protection of children from abuse.

**Health and Safety:**

- The role holder is required to carry out the duties in accordance with SCI Health and Safety policies and procedures.

**FURTHER INFORMATION & HOW TO APPLY:**

Interested candidates should submit applications containing updated CV, Motivation Letter, Reference contacts, and ONLY Copies of Academic documents & relevant certificates. To [jobs.southsudan@savethechildren.org](mailto:jobs.southsudan@savethechildren.org) or hand deliver at the HR Office in the SCI Field locations. Applications will also be received at save the children office at Hai Malakal Head Office before closing date of: **08<sup>th</sup> February, 2021 by 5:00 PM.**

*The position must be clearly indicated in your subject-line or envelop. This is an urgent Recruitment and screening of Applications will be done on rolling basis.*

**Please note that:**

- This position is open to all external Applicants
- Female Candidates are encouraged to apply!
- Only candidates who meet the selection criteria will be contacted.

