

YWCA of South Sudan



SO. H. 3
Approved by
Supervisor of Labour
8/03/2023



TERMS OF REFERENCE FOR YW4A GENDER OFFICER UNDER PW2

Title:	YW4A Gender officer
Location:	Juba
Missions/to	To be approved separately
Number of Working Days:	Regular

Organizational context:

YWCA is a non-governmental organization whose mandate is to empower women and girls in South Sudan to achieve justice, peace, health, human dignity and a sustainable environment and to develop their leadership skills and values to effectively participate in nation building.

YWCA is guided by three main principles; Christian purpose, membership organization, and women leadership. The organization’s purpose is to build a fellowship of women and girls devoted to the task of realizing the ideals of personal and social life to which the members are committed in faith as Christians.

The organizational membership is open to girls and women who fully understand and subscribe to the objectives of the organization. YWCA is a women-led organization. Its officials are members who must have served the organization as a volunteer for at least three years.

Program context:

- ✦ The Young Women for Awareness, Agency, Advocacy, and Accountability (YW4A) Program was developed in partnership with the Ministry of Foreign Affairs of the Netherlands, by a consortium of eight (8) core partners and twenty-three (23) local women’s rights and faith-based organizations in Egypt, Kenya, Palestine and South Sudan
- ✦ To strengthen and diversify young women’s participation and amplify their voices to effectively influence decision-making towards gender-just laws, policies, norms, and practices related to their bodily integrity and equal participation. The focus of this is strengthening young women’s leadership and eliminating sexual and gender-based violence (SGBV) in the 4 countries. Strengthening the advocacy capacity of 27 women’s rights organizations (WROs) to amplify young women’s voices in Palestine, Egypt, Kenya, and South Sudan by 2025.

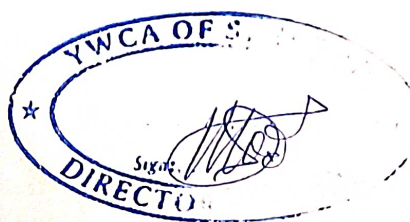


- ✦ Enhancing the leadership of 17,540 young women to effectively engage in collective action and decision-making in public, private, and civic spaces in Palestine, Egypt, Kenya, and South Sudan by 2025.
- ✦ Transforming social norms and practices of 22 faith-based organizations (FBOs) that constrain young women's rights in **Palestine, Egypt, Kenya, and South Sudan** by 2025.
- ✦ Influence the adoption, amendment, withdrawal or effective utilization and implementation of 18 laws and policies towards promoting young women's rights to leadership, participation and ending SGBV in Palestine, Egypt, Kenya and South Sudan by 2025.

Under close supervision of the project manager and in close collaboration with YW4A technical program manager, the Gender officer will be responsible to undertake duties regarding enhancing the leadership of young women to effectively engage in collective action and decision-making in public, private, and civic spaces in South Sudan (PW2). In particular, the Gender officer

will:

- ✦ In close consultation with the WROs and FBO, mobilize cohort 1 for the training of cohort 2. With support from the project manager, review the TOR for cohort 2 induction and supervise training of cohort 2 on Rise Up! leadership model combined with FCM and PSEAH
- ✦ In consultation with the young women reference focal persons, identify young women affiliated to the selected WROs and FBO, finalize induction of cohort 2 and undertake recruitment of cohort 3.
- ✦ Coordinate and supervise the Pathway 2 baseline study for cohort 3
- ✦ Participate in the orientation session on MEL framework under pathway 2
- ✦ In close collaboration with partners detail out SOPs for trauma informed care and to ensure to conduct a consultation with YW on the same. This includes keeping the referral pathway
- ✦ Mapping alive and resourced.
- ✦ Run/ operationalize pathway two work plan including keeping the abreast activity dates and conferring with the Technical Project Manager on same
- ✦ Using the principles of Merit and equity, with support from project manager and program team, identify young women to participate in global opportunities in key platforms and processes when called upon
- ✦ Liaise between local government, community representatives, young women, WROs and FBO to plan and agree on proposed community dialogue to promote young women leadership, participation.
- ✦ With support from partners liaise between Ministry of Gender to review policies and identify gaps to conduct two media advocacy campaigns to create awareness and influence state actors to develop and review policies that promote the rights of young women.
- ✦ Conduct regular check ins of young women progress in cohort 1, 2 and 3 to ensure timely updates.
- ✦ With Support from the lead consortium conduct consultation on issues affecting young women's leadership with young women in cohort 3



- ✚ Plan and deliver capacity building training for young women in cohort 1 and 2
- ✚ In collaboration with the Country Coordinating Committee at country level continue to identify advocacy platforms for young women to take active role and engagement
- ✚ Coordinate with the project team to provide support in implementing activities under other
- ✚ Together with the project manager, participate in the monthly Project Management committee (PMC) meetings and provide updates on implementation at the PMC levels
- ✚ Develop budget for activities and follow up with the approval process
- ✚ Meaningfully participate in identified technical working groups and provide updates on the same
- ✚ Be responsible in developing activity and quarterly report
- ✚ Provide support in the development of annual report
- ✚ Perform any other tasks as assigned by the YW4A project manager

Coordination:

- ✚ Ensure adequate representation and coordination with the donor, government agencies all levels, civil society groups, including educational institutions, DPOs, Private Sector, faith-based groups and youth associations
- ✚ Ensure close working collaboration with key Government line ministries and other like-minded partners.
- ✚ Develop proposals on similar project in line with donor requirements and YWCA standards in collaboration with Programs Manager.
- ✚ Effectively advocate for the project to ensure visibility and timely implementation of interventions.
- ✚ Explore linkages for the youth project for employment and economic empowerment
- ✚ Represent YWCA at cluster meetings.
- ✚ Ensure gender equality and the rights of marginalized group of women.
- ✚ Ensures that YWCA policies for Child Protection (CPP) and Gender Equality and Inclusion (GEI) are fully embedded in the project activities.
- ✚ He/she should make sure the clients are in touch with the services they need.

Finance:

- ✚ Be accountable for any resources allocated for use by the project.
- ✚ Monitor every budget line of each activity to minimize budget over spending
- ✚ Coordinate with finance team in case of any irregularities in the budget line.

M&E:

- ✚ Provide support into the project planning, implementation, monitoring and evaluation.
- ✚ Evaluate the outputs and outcomes of the project and ensure they are in line with
- ✚ Ensure quality monthly, quarterly, semi-annual, and annual reports are compiled and submitted in a timely manner in line with the donor requirements.



Competencies:

- ✚ Must have a bachelor's degree or its equivalence in Public Administration, Psychology, Gender studies, Social Work, or related field from a recognized University.
- ✚ Must have worked in similar position for at least 4 years.
- ✚ Experience in high level advocacy programming with focus on Gender equality.
- ✚ Have practical skills in research, monitoring and evaluation, training and report writing
- ✚ Be fluent in English and have intermediate oral skills in Arabic.
- ✚ Strong interpersonal communication skill.
- ✚ Able to work in a team.
- ✚ Must be a South Sudanese.

How to Apply:

Candidates who are interested in this position and feel they fit the required profile, qualification, experience, and whose career ambitions match the requirement of this position should send to us their applications before 28TH March 2023. Please provide a Curriculum vitae (CV) that contains details of your qualifications, experience, present position, earliest date of availability, names, and telephone contacts of three referees. Include copies of nationality ID, academic document, and recommendations. Applications can be sent to ywcassrecruitinfo@gmail.com or hand delivered to YWCA South Sudan's office in Juba, located at Gudele after the Zain main office

The position "Gender officer-YW4A" must be clearly indicated in your subject line of email or on the envelope.

Qualified female candidates are highly encouraged to apply.

The rights of women and girls is essentials to YWCA South Sudan. YWCA practices the principle of zero tolerance to abuse and violence against women and girls.

Please note that any application letter received is not returnable and YWCA South Sudan is not obliged to give feedback /notices to none shortlisted applicants. Only shortlisted candidates will be contacted.

Core values:

1. Integrity
2. Professionalism
3. Respect for diversity

