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**Advertisement for Gender Advisor**

Norwegian People’s Aid (NPA) South Sudan is an International Non-Governmental Organization involved in humanitarian, relief and long-term development cooperation in South Sudan.NPA South Sudan works in relation to the three areas of the Triple Nexus; humanitarian, development and peace. NPA’s programme been structured into three programmes: civil society support, rural development and emergency response.

The long-term objective of the Civil Society Development Program (CSDP) is to facilitate a dynamic and vocal civil society in South Sudan. The main components of the program are: Rights of Freedom of Expression and Independent Media Project; Women’s Rights Project; Land and Resource Rights Project; and Youth Rights Project.

The Rural Development (RD) programme which focuses on medium to more long-term which focuses on medium to more long-term livelihoods strengthening activities that aim to increase the resilience of conflict-affected households in South Sudan. The programme activities are implemented directly by NPA and through partnership with 14 local NGOs and Community Based Organizations (CBO’s).

The emergency response programme focuses on providing food aid to vulnerable civilians. The aim of the programme is to save lives and support post emergency transitional recovery process through: in-kind food aid; emergency recovery livelihood kits; unconditional cash assistance; and cash grants for Income Generating Activities (IGA) groups.

NPA wishes to recruit a highly competent, proactive and self-driven South Sudanese for the position as *Gender Advisor* to advance NPA's Gender Equality policy (GE policy) which sets forth clear ambitions and expectations for our work on gender equality and women's empowerment by working with Senior Management Team (SMT), programme teams and partners.

**Purpose of the Position:**

The Gender Advisor will advance NPA's Gender Equality policy and implementation which sets forth clear ambitions and expectations for our work on gender equality and women's empowerment in

1. NPA’s direct implementation programming
2. Indirect programming support to NPA’s partners
3. Internal strategy, policies, tools and implementation

Through provision of remote and in-person technical support and strengthen capacity development.

**Reports Directly to:** Civil Society Development Programme Manager as line manager with a dotted line to Rural Development and Emergency Response Programme Managers.

**Duties and Responsibilities**

1. ***Direct implementation programming***

**Programme development**

* Provide advice and technical expertise to programmes (Civil Society, Rural Development, Emergency response) regarding how to strengthen gender perspectives, including gender-sensitive context and power analysis, promotion of women’s participation and influence
* Provide technical support, coaching and capacity building to ensure high quality gender equality outcomes within programmes
* Lead and/or support staff/consultants to gather/analyze data and complete assessments to determine community needs and priorities
* Support programme teams to roll-out and adhere to gender perspective minimum standards across all programme
* Conduct periodic programme-level gender audits to ensure effective gender perspective.

**Monitoring and Evaluation and Learning**

* Work closely with the Monitoring and Evaluation department and Grants and Reporting Manager team to build knowledge, skills and application of gender-responsive M&E systems using established NPA tools and results framework
* In collaboration with the Grants and Reporting Manager, contribute to the set-up and implementation of a lessons learnt system to capture learnings on gender perspectives
* Ensure gender is integrated across Monitoring and Evaluation tools, theory of change, indicators and results frameworks.

**Proposal development and assessments**

* Contribute to proposal development ensure gender and social inclusion are incorporated into the design of new proposals
* Ensure gender perspective and protection mainstreaming are incorporated into strategic and annual budgets planning processes.

1. ***Support to partners***

* Cultivate and activate relationships with women’s rights and gender equality focused civil society organizations and peer NGOs in South Sudan to advance programmatic and advocacy impact
* Advise on strengthening civil society engagement with regards to gender perspectives in different sectors (media, land and resources, youth and women empowerment)
* Review partner’s (mainly in Civil Society- and Rural Development programmes) concept notes for gender responsive partnership projects and agreements
* Identify and nurture strategic partnerships with other peer organizations, institutions and local actors.

1. ***Internal strategy, policies, tools and implementation development***

* Support NPA South Sudan to undertake visioning, strategic planning and execution of gender responsive strategies and programmes
* Serve as key technical resource within NPA South Sudan in NPAs internal working group on gender and connect the programme to the global community of practice
* Identify opportunities to build capacity, provide coaching and mentorship, and facilitate standardized Gender Equality Policy and Safeguarding Policy approaches in NPA South Sudan
* Support internal and external communication efforts (articles, case studies, conferences and forums) to highlight to NPA’s gender work in South Sudan
* Support hiring processes for programme teams on gender specific programmes, and other positions that require significant gender experience
* Provide team members with information, tools and other resources to improve performance and reach objectives
* Support research initiatives which advance NPA’s learning on innovative approaches to gender work South Sudan.
* Support Human Resource Manager in developing strategies for Gender, Diversity and Inclusion in all NPA South Sudan.

**Accountability to Partners and Beneficiaries**

NPA team members are expected to support all efforts toward accountability, specifically to our beneficiaries and partnership approach guiding NPA’s work, while actively engaging beneficiary communities and civil society as equal partners in the design, monitoring and evaluation of through active dialogue, mutual trust and accountability.

**Desired Qualifications/Skills/Experiences:**

* Bachelor’s degree in international development, women’s studies, gender or a comparable area of study preferred
* 3-5 years of experience in humanitarian and development work.
* Minimum of three years of experience in gender technical work.
* Substantial background in gender and development work including experience conducting gender analyses, capacity building/training of civil society, gender and engaging in gender advocacy
* Experience in conflict sensitive programming
* Proficiency in English (oral and in writing), facilitation skills and computer literate are required
* Willingness to travel to field locations in South Sudan (40% of time)

**Success Factors**

* The Gender Advisor will demonstrate experience designing, implementing and advising programmes in the field and country strategic level, ensuring their ability to adjust technical theories to meet real world complexities. The individual should have the proven ability to influence, partners, and peer organizations.
* The Gender Advisor role requires strong interpersonal and cross-cultural communication skills, and a level of emotional intelligence that quickly builds and maintains productive relationships across teams. Being aware and sensitive to South Sudan gender and development issues and diverse cultures is critical.

**NPA South Sudan is an equal opportunity employer. In making employment decisions it does not discriminate on the basis of gender, ethnicity, religion or political affiliation.**

Qualified women are highly encouraged to apply.

Application and CV/resume with active contacts and three professional referees and copies of academic transcripts should be submitted to: [recruitment-rss@npaid.org](mailto:recruitment-rss@npaid.org)

Hard copy application and CV/Resume can also be delivered to the NPA South Sudan Head Office, Martyrs Street (opposite UNICEF) Juba.

**Applications submitted after 12:00 noon on Monday 28th September 2020, will not be considered.**

NB: Submitted copies of academic transcripts will NOT be returned to the applicant.