



WORLD UNIVERSITY SERVICE OF CANADA
Employment Opportunity
Internal/External Posting



Position Title: GENDER ADVISOR

Position Location: South Sudan, based in Juba

Reports to: Program Manager, WUSC South Sudan

Eligibility: Local National; must be legally entitled to work in South Sudan

Contract term: Full-time

Likely start date: July 1, 2021

Application deadline: June 7, 2021



WUSC (World University Service of Canada) is a Canadian non-profit organization working to create a better world for all young people. We bring together a diverse network of students, volunteers, schools, governments, and businesses who share this vision. Together, we develop solutions in education, economic opportunities, and empowerment to overcome inequality and exclusion for youth around the world, particularly young women and young refugees. WUSC currently works in 25 countries across Africa, Asia, the Middle East, and Latin America, with an annual budget of approximately CAD \$40 million. We have over 90 staff in our Ottawa office, and over 200 people overseas implementing 16 development projects in collaboration with donors such as Global Affairs Canada, the UK Department for International Development (DFID), the World Bank, the Asian Development Bank, and the African Development Bank.

WUSC is working in partnership with the Aga Khan Foundation of Canada (AKFC) with funding from Global Affairs Canada (GAC) to implement the Adolescent Girls' Education in Crisis Initiative (AGENCI). This four-year project will focus on enhancing the empowerment of vulnerable community girls in South Sudan through life skills,



mentorship programs, support to reduce financial barriers, and community engagement. WUSC will work closely with AKFC teams to jointly implement this initiative. The Gender Advisor must have experience working on Education Programming.

General Duties

The Gender Advisor will play a crucial role in implementing AGENCI's Gender Equality and Social Inclusion Strategy. The Gender Advisor will develop tools, resources and conduct training and coaching to project staff and partners to enable them to contribute to AGENCI's gender equality and social inclusion goals. Specifically, the Gender Advisor is responsible for the following:

- Work with the Project team to ensure the integration of GESI in activities design, including: initial rapid gender equality & empowerment assessment, updating and adapting the GESI strategy, and refining GESI activities on a regular basis;
- Recommend financial and human resources necessary to execute project GESI strategies;
- Conduct analysis of opportunities to maximize GESI results within AGENCI;
- Facilitate the use of GESI data to promote evidence-based learning, reflection and decision making within AGENCI;
- Work with the MERL Advisor to ensure that the Project's M&E system is established to ensure that GESI results are captured and reported to relevant stakeholders;
- Liaise regularly with the regional Gender Equality and Social Inclusion Advisor; project-specific gender equality resources (staff/consultants) to share best practices, tools, and organizational approaches to GESI;
- Participate in GESI-related working groups and maintain close working relationships with counterparts in other relevant international NGOs; and
- Participate in WUSC's communications work by providing data, information and other material for use with WUSC's Canadian and International constituency and assists in implementing constituency building, communication strategies
- Perform any other duty as assigned by the supervisor

Staff and Partner Capacity Building

- Deliver training to AGENCI staff (including staff of local partner organizations) on the Feminist International Assistance Policy and on how to integrate gender



equality and social inclusion principles into their day-to-day work and planning especially with regard to community engagement activities;

- Support project staff in the development of project-specific GESI strategies, plans and activities;
- Assist project staff in integrating Gender Equality and Social Inclusion (GESI) into project planning and management approaches (including results based management tools) and propose strategies to increase project impact on GESI;
- Create GESI resources and tools (ie. Tipsheets, Operational Plans) to assist staff in effectively prioritizing and integrating GE in their work;
- Facilitate organizational learning opportunities, such as webinars, tipsheets, etc; and
- Seek opportunities to increase the awareness, commitment and involvement of project staff, local partners and other key stakeholders in GESI.

Qualifications

- MA/MSc or equivalent in International Development, Gender Studies, or a related field (such as human rights) required;
- A minimum of 5 years of active GESI work experience in development programming required. The ideal candidate will have both theoretical and practical background in GESI and GBV prevention, and skilled in GESI analysis and methodologies;
- Proven experience working on education projects;
- Technical experience in education, particularly education for marginalized populations such as refugees and other displaced persons;
- Knowledge of child protection, safeguarding, and Do No Harm approaches, women and children's rights frameworks, and best practices;
- Strong analytical, research, and writing skills;
- Proven ability to work productively with a variety of stakeholders to run participatory processes and meet tight deadlines with an emphasis on producing quality products;
- Knowledge of Canada's Feminist International Assistance policy is an added advantage;
- Excellent capacity building skills, with demonstrated experience in effective training, coaching and facilitation; and
- Demonstrated high level written and verbal communication skills in English, and ideally at least one other language commonly spoken in South Sudan.

Applications

WUSC's activities seek to balance inequities and create sustainable development around the globe; the work ethic of our staff, volunteers, representatives and partners shall correspond to the values and mission of the organization. WUSC promotes responsibility, respect, honesty, and professional excellence and we will not tolerate harassment, coercion, sexual exploitation or abuse of any form. Successful applicants will be required to undertake an enhanced criminal record check where appropriate.

WUSC is an equal opportunity employer. We welcome and encourage applications from people with disabilities. Accommodations are available upon request for candidates taking part in all aspects of the selection process. Only those candidates selected for an interview will be contacted. No telephone calls please.

WUSC's Country Office is located at the South Sudan Council of Churches Main Office, Ministries Road, Next to UNHCR Offices, Juba.

If you wish to apply for this position, please follow [this link](#) to register on WUSC's candidate database.

