

GENDER JUSTICE COORDINATOR

JOB DETAILS

DIVISION: Impact	TEAM: Country Programme
LOCATION: South Sudan	CONTRACT TYPE: Fixed Term
GRADE: C zone 1	JOB FAMILY: Programme
SALARY: Choose an item. As per Oxfam's salary scale	HOURS: 40 Hours per week

TEAM PURPOSE: Oxfam GB is an international NGO, which has operated in South Sudan for over 20 years. Oxfam aims to overcome poverty through the most effective, appropriate and enduring solutions. Oxfam's institutional mandate is threefold; development work, emergency humanitarian relief work & policy advocacy work. The South Sudan team work specifically on public health, livelihoods and emergency preparedness and response programmes within this institutional framework

POST HOLDER REPORTS TO	Country Director
JOBS REPORTING TO THIS POST	Roving Gender Officer, Gender Officer
BUDGET RESPONSIBILITY	Yes

KEY RESPONSIBILITIES:

The gender coordinator has the responsibility to provide technical input to ensure the high standard design and implementation of all projects related to gender and projects where gender is cross cutting with an emphasis on quality, accountability and impact.

The GC will lead on the broad areas outlined below

Gender strategy development and implementation

- Ensure integration of the research and context -based gender strategy into the public health, livelihoods, Governance and HR strategies,
- Support Oxfam South Sudan programme staff in working towards increasing women's access to and control of resources and the promoting and strengthening the decision -making power of women and poor men in the community.
- Support Oxfam partners to develop and implement their gender strategies

Gender monitoring

- Lead on developing, piloting and rolling out gender monitoring tool across the South Sudan programme (including partners).
- Ensure that through close collaboration with the RGA, this tool will contribute to wider Oxfam global learning.

Staff capacity building

- Build capacity of staff to carry out gender sensitive programming
- Target trainings at basic and advanced skills through pre-training assessments
- Share relevant information and tools with programme teams

Partner Capacity Building

- Build capacity of partner staff to carry out gender sensitive programming
- Target trainings at basic and advanced skills through pre-training assessments
- Share relevant information and tools with Oxfam partners

Networking, Coordination and Advocacy

- Actively engage with other agencies i.e. UN, INGO and NNGOs to promote gender agenda while using strong contextual understanding to advocate for gender related issues.
- Work with women groups, CBOs and local authorities in programme areas to enhance understanding of gender and gender issues.

Reporting

- Produce monthly and quarterly reports, which collate and summarise both programme information and wider gender interest-points.
- Review Oxfam South Sudan assessment reports and activity reports to ensure gender issues are considered.
- Produce gender assessments for the Oxfam work areas
- Work closely with MEAL team for incorporating gender indicators in annual, bi-annual and quarterly reports

To take on other appropriate programme activities as agreed by manager.

PERSON SPECIFICATION

Most importantly, every individual at Oxfam GB needs to be able to:

- Live our values of **INCLUSION, ACCOUNTABILITY** and **EMPOWERMENT** (read more about these [here](#)).
- Ensure you commit to our **ORGANISATIONAL ATTRIBUTES** (including adhering to [the Code of Conduct](#)):

1. BE COMMITTED TO OUR [FEMINIST PRINCIPLES](#), AND TO APPLYING THEM IN YOUR DAY-TO-DAY BEHAVIOUR AND YOUR WORK. BE READY TO KEEP LEARNING, WITH ACCOUNTABILITY TO THOSE WHO EXPERIENCE OPPRESSION AS A RESULT OF THEIR IDENTITIES, SUCH AS THEIR GENDER, RACE/ETHNICITY, DISABILITY, CLASS, OR LGBTQIA IDENTITY."

2. BE COMMITTED TO UNDERTAKING OXFAM'S SAFEGUARDING TRAINING AND ADHERING TO RELEVANT POLICIES, TO ENSURE ALL PEOPLE WHO COME INTO OXFAM ARE AS SAFE AS POSSIBLE.

EXPERIENCE, KNOWLEDGE & COMPETENCIES

Essential:

- Advanced level in international development / gender related degree
- At least 3 – 5 years' experience in a similar role
- Practical experience in gender analysis, needs assessment and mainstreaming gender into public health, emergency and / or livelihoods programmes.
- Evidence of capacity to support / coach and mentor others.
- Ability to effectively demonstrate previous experience of successful advocacy based on programmatic reality and field-based evidence
- Representation & interpersonal communication skills – capacity to work effectively with others, interpersonal awareness, able to influence others
- Excellent written & spoken English; Excellent communication skills. Capacity to explain complex issues in simple & relevant terms
- Computer literate.

Essential Competencies

- **Thinking and understanding** - conceptual thinking, critical information gathering, knowledge management, analytical thinking, organisational awareness
- **Working effectively with others** – ability to influence, support and collaborate with others
- **Leading others** - motivating and develop the team and partners
- **Job specific** - application of underpinning knowledge
- **Self-management** - respect for others and managing emotions
- **Achieving results** – initiative, innovative and creative ways of working to achieve results

Safer recruitment: All offers of employment are subject to satisfactory references and appropriate screening checks (which can include counterterrorism, safeguarding and criminal records checks). You can find out what [this means here](#).

DBS CHECK REQUIRED Choose an item.

FOR HR USE ONLY

Graded and reviewed by:

Job Title:

Date: