

# GENDER OFFICER – IBSA PROJECT

## JOB DETAILS

<b>DIVISION:</b> Impact	<b>TEAM:</b> IBSA Project
<b>LOCATION:</b> South Sudan	<b>CONTRACT TYPE:</b> Fixed Term
<b>GRADE:</b> D zone 2 National	<b>JOB FAMILY:</b> Programme
<b>SALARY:</b> Choose an item. As per Oxfam's salary scale	<b>HOURS:</b> 40 Hours per week
<p><b>TEAM PURPOSE:</b> Under the supervision of the Project Manager and support from the Senior Gender Justice Coordinator, the Project Officer will implement activities under the project titled "Empowering Women and Youth through Advancing Market Driven Vegetable Production Juba South Sudan". The project overall objective is to enhance the capacity of women and youth in vegetable production to improve food security, income and address the unemployment in the Republic of South Sudan. In terms of gender mainstreaming, the project aims at addressing the limitation faced by women in increasing and expanding their meaningful and profit oriented agricultural production to meet demand for food and income. Access to productive inputs and financial resources and technology will increase the capacity of women and youth small holders to commercialize farming to achieve surplus production to meet household needs for food and income. These resources will as well ensure that women have access to agricultural production inputs. It is expected that women will have a decent participation in production and better returns towards improving income and food availability stabilizing food and nutrition security and income for women and youth. A target of at least 60% women is deliberately set to ensure that more women benefit from the project. Gender analysis for the project will be conducted to understand the needs, challenges and opportunities of women and youth and other approaches such as the Gender Action Learning Systems (GALS) will be rollout such as the tea talk sessions to create safe spaces for women and youth to discuss on gender discourse issues such as challenges, opportunities and aspirations.</p>	
<b>POST HOLDER REPORTS TO</b>	Project Manager
<b>JOBS REPORTING TO THIS POST</b>	None
<b>BUDGET RESPONSIBILITY</b>	No
<p><b>KEY RESPONSIBILITIES</b></p> <p><b>Technical</b></p> <ul style="list-style-type: none"> <li>Coordinates activities with Project Manager and Technical Leads to ensure timely implementation of workplan</li> <li>Train women leaders and community leaders in Gender Action Learning System (GALS) and support them to rollout the GALS to the different vegetable groups, organizing gender-focused discussions, promoting social interactions between women and men, and advocating for gender issues in agriculture.</li> </ul>	

- Participate in project monitoring that will include conducting regular project monitoring activities, including progress checks, meetings, and reviews, to ensure project objectives are met.
  - Participate in project reporting that will include preparing and submitting project reports according to agreed-upon timelines, providing detailed updates on project activities, achievements, challenges, and outcomes.
  - Prepare weekly and monthly reports and share with Project Manager and Gender and Protection Coordinator/Manager
  - Any other duties as necessary tasked in agreement with Line and Matrix Manager
  - Providing professional advice to senior managers on areas of work covered in their remit.
  - Flexibility to anticipate and resolve challenges within corporate or divisional parameters, with moderate scope.
- Other**
- Required to adhere to Oxfam’s principles and [values](#) as well as the promotion of [gender justice and women’s rights](#)
  - Understanding of and commitment to adhere to equity, diversity, gender, child safety and staff health and wellbeing principles

## 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](#)):

<p><b>1. BE COMMITTED TO OUR <a href="#">FEMINIST PRINCIPLES</a>, 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."</b></p>	<p><b>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.</b></p>
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## EXPERIENCE, KNOWLEDGE & COMPETENCIES

- Essential:**
- At least 3 years’ experience in the field of Gender Mainstreaming working with Humanitarian or Development Agencies
  - Degree in Law, Social Sciences, International Relations, or Social Work
  - Good spoken and written English and Arabic language abilities. Local area language proficiency most desirable.
  - Advanced IT skills
- Desirable**
- Prior experience in conducting Gender Action Learning System (GALS) with local communities in Central Equatoria State
  - Prior experience in gender training and facilitation, especially GALS methodology rollout
  - Report writing skills and ability to take good photos

### Key Attributes

- Ability to demonstrate sensitivity to cultural differences and gender issues, as well as the commitment to equal opportunities.
- Ability to demonstrate an openness and willingness to learn about the application of gender/gender mainstreaming, women's rights, and diversity for all aspects of development work.
- Commitment to Oxfam's safeguarding policies to ensure all people who encounter Oxfam are as safe as possible.

### Organizational Values

- **Accountability** – Our purpose-driven, results-focused approach means we take responsibility for our actions and hold ourselves accountable. We believe that others should also be held accountable for their actions
- **Empowerment** – Our approach means that everyone involved with Oxfam, from our staff and supporters to people living in poverty, should feel they can make change happen
- **Inclusiveness** – We are open to everyone and embrace diversity. We believe everyone has a contribution to make, regardless of visible and invisible differences

**Note to candidates:** Shortlisted candidates will be assessed on our organizational values and attributes at the interview stage. The successful candidate(s) will be expected to adhere to our code of conduct. We encourage candidates to read and understand our code of conduct [here](#).

**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: