



"GENDER ADVISER CAPACITY DEVELOPMENT"

ADVERTISEMENT OF THE POSITION, FOR GENDER & CHILD CELL-NDMA

BACKGROUND

Emergency situations increases the vulnerability of women, girls and boys to sexual and other forms of gender based violence due to disruption of law and order as well as natural breakdown of social protection systems. Whether in camps of community settings, displaced women and girls are particularly at risk to sexual violence, exploitation, trafficking, harassment, poverty, illness and other forms of Gender Based Violence (GBV).

The Government of Pakistan, through the National Disaster Management Authority (NDMA), is expanding its efforts to address gender mainstreaming and to ensure measures are in place for accountability to affected populations which includes prevention and response to GBV in emergencies.

The initiative builds on existing efforts led by NDMA such as the National Policy Guidelines on Vulnerable Groups in Disasters, Child Protection in Emergencies manual and guideline standard operating procedures. More particularly, the present work will center on Disaster Risk Reduction (DRR).

ORGANIZATIONAL SETTING

The incumbent shall work with the team of GCC-NDMA under the supervision of Adviser/ Program Manager Gender & Child Cell- NDMA.

The Gender Advisor for capacity development is responsible for advancing integration of GBV prevention and response in DRR and community based programmes, including development of the respective education sector training materials. The Gender Advisor will work closely with NDMA GCC to facilitate a process of contextualization and integration of existing guidelines and key messages for prevention and response to GBV during emergency settings into NDMA GCC training materials. In the same line, the Gender Advisor will support with facilitating capacity strengthening and knowledge sharing initiatives in the realm of gender mainstreaming and GBV, with a focus on data, as part of preparedness, and integration in DRR initiatives.

OVER ALL ROLE & RESPONSIBILITIES:

 To enhance national capacity of Gender & Child Cell in developing learning resource packages and prototypes of gender and risk mitigation and GBV learning, advocacy and IEC materials which can be used for DRR initiatives led by NDMA

- To analyze existing guidelines and develop key messages for education sector on GBV prevention and response during emergency settings
- To develop education sector training material for GBV prevention and response that may be integrated in training package of NDMA GCC
- To support implementation and dissemination of capacity building NDMA to formulate and disseminate national implementation of capacity building and learning resource packages for DRR and community based programmes, with clear incorporation of gender and GBV minimum prevention measures
- To facilitate workshop for GBV mainstreaming, capacity building and awareness raising events at National,
 Provincial and Districts level
- To build on the initial work of NDMA and other civil society partners including the documentation and good practices that different organizations are currently undertaking in the field of gender and GBV as part of DRR and community resilience building to emergencies
- To support NDMA with the application of assessment tools, data collection and analysis for gender, including GBV in emergency settings

DELIVERABLES

The GBV Adviser will be responsible for the following deliverables/ results:

- To analyze existing guidelines and key messages for education sector on GBV prevention and response during emergency settings, within the framework of DRR and community resilience building
- II. To design and develop Prototypes of GBV Learning, Advocacy and IEC Materials on gender mainstreaming, including measures for risk mitigation and prevention and response to gender based violence as part of DRR and community resilience building
- III. To facilitate capacity building workshops and seminars on GBV mainstreaming in emergencies.

REQUIREMENTS

- Demonstrated minimum 7 years of program management experience, with technical leadership in the field of Gender and/or GBV related programmes.
- Minimum 3 years of experience working in the field of DRR or on community resilience initiatives
- Post-graduate degree in Social Work, Gender, Public Health, International Development, Human Rights,
 Law or other relevant field of study.
- Experience in training, facilitation, capacity building, strategy development, etc.
- Experience with development of knowledge products, guidelines or policy documents
- Familiarity with international humanitarian or development programming, coordination structures, and the mandates of donors, UN agencies, and other NGOs.
- Familiarity about Working of the Government will be an added asset.
- Willingness to engage in local travels visiting Provinces in Pakistan, if required
- Capacity to work from home

COMPETENCIES

Core Values and Ethics

Demonstrate cultural sensitivity and able to work in cross cultural team environment

- Support the goals of the NDMA GCC
- Comply with Government rules, regulations and code of conduct
- Demonstrate integrity

Teamwork

- Build effective relationships and partnerships
- Interact with all members engaged at National, Provincial and District level
- Excellent interpersonal skills
- Build and share knowledge
- · Provide guidance and support to others
- Apply existing knowledge to work
- Make valuable practice contributions

Communication

- Excellent oral and written skills
- Listen actively and respond effectively

Task Management

- Plan, prioritize and deliver a variety of tasks on time
- Ability to exercise sound judgment, to remain flexible to a changing environment, and to make decisions independently.
- · Develop creative solutions

Learning

- Promote learning environment
- Provide constructive coaching and feedback to others

Others:

The incumbent may travel across the country with respect to the assigned tasks.

All interested candidates may send their application along with latest CV to the fo.gcc@ndma.gov.pk by July, 28, 2016 COB