



## **“GENDER ADVISER”**

### **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).

Presently, there is an absence of harmonized national guidelines and standard operating procedures (SOPs) on addressing GBV issues in emergency settings in Pakistan. Hence, huge gaps in referral and service provision for survivors of GBV exist in varying degrees. While initiatives to develop guidelines to mainstream gender and GBV minimum measures for risk mitigation and prevention of GBV, including SOPs, have been initiated by civil society organizations responding to emergencies, much work is needed to ensure a harmonized approach. The policies and actionable guidelines which define standards as part of disaster preparedness and response policies and plans will address gaps, facilitating monitoring and oversight by the Government. As an organizational mandate to develop guideline and standards as well as to frame appropriate response to disasters with a strong rights-based and gender sensitive perspective to address the needs of vulnerable populations in disaster settings.

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 guidelines on SOPs.

#### **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 Adviser is responsible for leading the consultative process and development of a multi-sectoral policy guidance to mainstream mitigation, prevention and response to GBV in humanitarian programming, including SOPs and learning resource package. The Adviser is responsible to lead an inclusive consultative process for development of the guidelines to ensure high quality program interventions during emergencies based on available evidence and good practices.

## **OVER ALL ROLE & RESPONSIBILITIES:**

- To enhance national capacity of GCC-NDMA and assist in developing guidelines, standards and to develop appropriate strategies which shall be rights-based and gender sensitive to address the needs of vulnerable populations in disaster settings.
- To build the national capacity of GCC-NDMA for prevention and response to GBV during emergencies and disasters.
- To recommend and support formulation of national implementation of multi-sectoral policies and guidelines for prevention and response to GBV during emergencies.
- To plan and facilitate the dissemination of the developed policies and guidelines.
- To lead a process of consultation at National, Provincial and District levels for the development of policy guideline, SOPs and resource package.
- To support implementation of the SOPs, minimum standards and other related guidelines on GBV prevention and response services during emergencies.
- To facilitate and organize consultative workshop for GBV mainstreaming, capacity building and awareness raising events at National, Provincial and Districts level.
- To build on the initial work of GCC/NDMA and other civil society partners including the documentation and good practices that different organizations are currently undertaking to address the issues of GBV .
- To provide technical guidance for the design and development of prototypes of the guidance, SOPs and roll out IEC materials.
- To facilitate roll out workshop of the guideline and SOPs.
- To design and develop Learning Resource Package for mainstreaming GBV.
- To develop activities work-plan based on UNFPA (UN-Women) LoA and ToRs.

## **DELIVERABLES**

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

- I. Guidance document on GBV mainstreaming in emergencies, including SOPs on GBV Prevention and Response Services in Emergencies incorporating minimum standards.
- II. Lead preparations, facilitate implementation and prepare report of the consultative workshops for development of guidance and SOPs
- III. Support GCC-NDMA with technical assistance in the field of gender and GBV in emergencies, including roll out of guideline and SOP

## **REQUIREMENTS**

- Demonstrated minimum 7 years of program management of Gender and/or GBV related programmes.
- Post-graduate degree in Social Work, Gender, Public Health, International Development, Human Rights, Law or other relevant field of study.
- Familiarity with standards and guidelines for gender mainstreaming, including prevention and response mechanisms to address GBV.

- Experience in training, facilitation, capacity building, strategy development, etc.
- Experience with development of knowledge management, guidelines or policy documents
- Familiarity with international humanitarian or development programming, coordination structures, and the mandates of donors, UN agencies, and other NGOs.
- Familiarity/knowledge about working with government will be added asset.
- Willingness to engage in local travels visiting Provinces in Pakistan, as required

## **5. Competencies**

### **Core Values and Ethics**

- Demonstrate cultural sensitivity and ability to work in cross cultural team environment
- Support the goals of the GCC-NDMA.
- Comply with Government rules, regulations and code of conduct
- Demonstrate integrity

### **Teamwork**

- Build effective relationships and partnerships
- Interact with all team 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 for 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](mailto:fo.gcc@ndma.gov.pk) by July, 28, 2016 COB**