



Gender in Emergencies Advisor

CARE International in Lebanon

CARE is a leading relief and development non-governmental organization fighting global poverty. Established in 1946, it is now a confederation composed of 14 members. In 2012, CARE worked in 84 countries around the world, supporting development and humanitarian aid projects to reach more than 83 million people. While CARE is a large international organization with more than 11,000 employees worldwide, we have a strong local presence: 97% of our staff are nationals of the countries where our programs are run.

CARE is implementing a regional response to the Syrian Crisis to meet the immediate and most urgent needs of the women, men, boys and girls who have fled Syria. CARE has developed a regional Gender in Emergencies Strategy for responding to the Syria crisis. CARE is very well established in the region and set up an office in Jordan as early as 1948. CARE International in Lebanon (CIL) is supporting refugees as well as local communities through WASH, NFIs and Cash assistance activities in the North and Mount Lebanon Governorates.

CARE's strong focus on ensuring gender-sensitive approaches to emergency response recognizes that needs are differentiated by age and gender and that women are often expected to contribute disproportionately towards coping strategies and recovery.

The Gender in Emergencies (GIE) Advisor is the Country Office's focal point for ensuring these strategic objectives are followed and incorporated in all program planning and implementation. S/he will also be directly involved in working with CARE's partners. CARE and partners will promote gender-sensitive programming at all stages including targeting, prioritization, participation and monitoring. In addition, CARE and partners will endeavor to assess, design and implement appropriate actions to support men and women to cope with the specific challenges they endure. The position will be guided by the CARE International GIE Strategy and ensure that CARE Lebanon's approach to GIE is consistent with our global approach.

Main responsibilities and tasks:

- Capacity building of CARE Lebanon staff and partner staff on GIE approaches, gender equality programming in emergencies, strengthening capacity to mainstream GBV and Protection.
- Supporting the teams in implementing GIE approaches across all their work.
- Ensure gender mainstreaming in all CARE Lebanon's programs, and that a strong gender-sensitive approach is integrated into all assessments, activities and outcomes.
- Design specific programs/activities to address gender issues.
- Revise and implement the gender action plan developed for CARE Lebanon.

- Ensure all tools, especially assessment, monitoring and evaluation are gender sensitive, capture SADD and use analysis to influence program implementation.
- Conduct gender assessments for all CARE Lebanon's project areas.
- Contribute to the Regional Gender in Emergencies Workplan.

Detailed Responsibilities and Tasks

Ensure gender-sensitive programming across CARE's work

- Assess CARE's current programming activities and identify gender mainstreaming issues that need to be addressed.
- Conduct a Gender analysis based on information from partners and key informants as well as M&E data to identify areas of concern around changing gender roles of both men and women, resulting in increased vulnerability, gender based violence and increased stress in the family.

Develop programming recommendations based on a gender analysis

- Develop an action plan to implement gender sensitive programming across the board and in particular to tackle identified gaps.
- Develop and propose systems to ensure gender sensitive programming is incorporated in CARE's and partners' program development and implementation at all times.
- Participate in the delivery of the programs to ensure a strong gender-sensitive approaches are integrated into all assessments, activities and outcomes.
- Document and share lessons learnt on implementing gender sensitive approaches to programming.

Capacity Building of CARE Lebanon staff and partners related to Gender Sensitivity

- Work with partner organizations to design and implement a capacity building plan on gender sensitive emergency response through the development of and training in gender sensitive tools and strategies.
- Assess partners' ongoing activities and structures and develop gender sensitive solutions.
- Conduct training and mentoring of partner staff in implementing gender sensitive approaches into all aspects of work.
- Conduct training to CARE Lebanon staff on gender mainstreaming and sensitivity, according to the needs.

Contribute to gender sensitive program development

- Participate in the design and planning of programs to ensure a strong gender-sensitive approach is integrated into all assessments, activities and outcomes.
- Work together with CARE's program team to ensure holistic analysis is done incorporating gender aspects and ensuring maximum success of programs by using all available potentials and resources.
- Integrate innovative approaches of gender in emergencies programming.
- Elaborate donor reports and proposals related to gender programs/activities.

Coordination and building synergy

- Work with the Syria regional team to ensure gender sensitive approaches across the region are in line with agreed upon priorities under the regional Gender strategy and work plan.
- Contribute to the Gender in emergencies regional workplan implementation.
- Participate in capturing learning and sharing best practices across our regional work.
- Coordinate with/support strengthening on in country networks/clusters to strengthen GIE work across the entire humanitarian response, with a focus on assessments.

Qualifications

Required

- Development studies/gender studies and experience with organizational assessment and development.
- At least five years working in gender sensitive programming and gender in emergencies or equivalent experience.
- Experience working with International NGOs, UN agencies, line ministries and/or local authorities in migrants/refugee settings in complex emergencies.
- Experience with capacity building of national staff, and in convening and facilitating trainings and workshops.
- Excellent communication and writing skills.
- Good reporting skills and experience drafting reports and proposals.
- Excellent interpersonal skills and demonstrated ability to establish effective and working relations with local staff and other stakeholders.
- Ability to develop capacity building frameworks and work plans.
- Fluency in English (written and verbal).
- Proficiency in the use of Microsoft Office software (Word, Excel, PowerPoint)

Desirable

- Five to ten years of experience in not-for-profit organization with experience in complex emergency environments.
- Extensive experience conducting gender analysis and implementation of gender sensitive approaches.
- Previous work experience in the Middle East.
- Experience in training and/or coaching of civil society organizations.
- Arabic speaking skills.

The above list is a non-exhaustive one, and the Gender in Emergencies Advisor may be asked to do other tasks within the framework on this position upon the request of the Deputy Country Director - Program.

Starting date: August 2014

Duty station: Beirut

Conditions:

- 5 months contract (renewable)
- Salary ranging from 2,400 € to 2,600 € according to experience
- Housing allowance: up to \$1,000 USD/month upon presentation of supporting documents (or accommodation at guesthouse)
- Monthly transportation allowance: \$132 USD
- Medical insurance covered

How to apply: Please send your CV and Cover Letter by email to recrutement.programmes@carefrance.org, indicating "GIE Advisor" in the subject of the email, until the 23rd July 2014.