



## **Gender Empowerment 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 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 with their longer-term needs and basic rights through WASH, NFIs and Cash assistance activities in collaboration with local partner organizations in the North and Mount Lebanon Governorates.

#### **Job Summary**

The Gender Advisor will be based in the Beirut office and will support CARE's field offices, currently in Mount Lebanon, Beirut, and Tripoli. The position of Gender Advisor is key to CiL achieving its long range objective that disadvantaged and vulnerable women and girls are empowered and practice economic, political, social, civil and cultural rights. CiL will be working on mainstreaming gender in all its programming focusing on economic empowerment, social and gender justice, community-based protection initiatives around GBV, sexual reproductive health, and women's voice as core areas within CiL programming amongst both host communities' women as well as refugees. The position will play a leading role to ensure high quality women's empowerment and gender programming, lead research, as well as supporting high level advocacy and networking on gender and women's empowerment. The position will report to the DCD-Program, and play a coordinating and advisory role on gender across all of our programming. The position is expected to bring in significant expertise, particularly in GBV and Women's political, economic and social participation.

#### **Detailed Responsibilities and Tasks**

##### Program development & design

- Develop innovative gender transformative programming that complements CARE's current urban neighborhood programming approach, including community based protection services and interventions.
- Based on CARE Lebanon's Strategic Programming Framework, regional social and gender justice strategy, and CARE International's 2020 Program Strategy, develop a country level gender strategy
- Ensure all project proposals have been designed with gender sensitive approaches, and the needs of women, girls, boys and men have been clearly considered and included in the design.
- Support program design and new grant development based on learning from existing programming, evaluations and research.
- Ensure interaction with the MEAL team, technical advisors, and program development in close collaboration with the DCD-Program.
- Facilitate consultations with field teams during project design, in collaboration with area managers and technical advisors.
- Support consultations with partners, government agencies and others in the preparation of new designs.

### Technical Support and training

- Provide technical support to CARE programs and projects on mainstreaming gender sensitivity, GBV, women's voice and economic empowerment
- Provide targeted training to CiL and partners staff on key topics related to gender & women's empowerment, in particular related to gender analysis, GBV, women's voice and economic empowerment, and sexual reproductive health.
- Monitor progress against agreed indicators related to CARE's capacity to implement gender sensitive and gender transformative programming and report this back to the???
- Work closely with CARE's regional and global gender / GBV advisors

### Research and Innovation

- Develop and implement research together with the MEAL team and field staff which contributes to a deepened understanding of women's empowerment and gender issues in Lebanon, in particular around GBV, SRH, and economic empowerment
- Support project research, evaluations, and baseline studies on gender/women's empowerment with technical advice and guidance
- Keep abreast of relevant existing and new research in Lebanon by other institutions that is related to women's empowerment/gender issues; and disseminate key outcomes with field teams in appropriate and effective way
- Work with field teams to develop, review and strengthen the quality and impact of CiL programming and strategies from a gender perspective
- Ensure learning and innovation is reflected in CARE's program strategy documents and are appropriately disseminated

### Coordination, Networking and Advocacy

- Build up a collaborative network of peers, government agencies and local NGOs engaged in issues related to gender/women's empowerment and coordinate and collaborate on research, programming and advocacy
- Represent CARE in relevant external fora, media and with other external stakeholders on gender issues
- In collaboration with the CD, ACDP and advocacy officer support the development of advocacy strategy and messaging around gender/women's empowerment based on CiL's research and programming, and play a lead role in coordinating their implementation
- Develop communication materials to support CiL advocacy strategy as well as enhance CiL visibility in gender issues in collaboration with the Comms lead for the CO.

### Human Resources

- Work with HR and the SMT to help ensure a good gender balance in recruitment and retention of staff.
- Build capacity in gender sensitive programming, gender analysis
- Support managers in helping ensure gender sensitivity and empowerment in the ways teams collaborate internally as well as how they work with beneficiaries.
- Provide regular training to new staff on key CO policies, in particular the PSEA and Child Protection; in collaboration with the HR department

### **Qualifications**

#### *Required*

- Proven experience of promoting practical and impactful women's empowerment initiatives, social and gender justice, community based protection initiatives around GBV, sexual reproductive health, among others to development and humanitarian action programs

- Master's degree in a relevant field (Social Science, Public Administration, Business Administration, Developmental Studies)
- 5 years of experience in gender programming, including significant experience on GBV, women's voice and/or economic empowerment and at least 2 years' experience of working in an advisory, technical coordination position
- Strong understanding of the Lebanon political and legal systems as related to women's rights as well as demonstrated experience in working in/collaborating with civil society
- Proven skills in partnership building, influencing and negotiation with a range of actors, including governments, UN agencies, academic institutions, networks, national/local NGOs and community groups

*Preferable*

- Fluency/working proficiency in both English and Arabic (written and verbal).
- Strong analytical skills, and ability to design and direct research, needs assessments, and evaluations
- Excellent interpersonal and communications skills
- Demonstrated experience in staff training and coaching
- Outstanding organizer
- Excellent interpersonal and communication skills (verbal and writing)
- Strong team player and experienced collaborator
- Effective in negotiation and representation

*The above list is a non-exhaustive one, and the Gender empowerment Advisor may be asked to do other tasks within this position upon the request of the DCD-P, as dictated by programming priorities.*

Deadline: 16/02/2016

Interested candidates should send a cover letter and a CV to the following email address:

**[recruitment.careliban@gmail.com](mailto:recruitment.careliban@gmail.com)**