

<b>Job Description:</b> Gender & Economic Empowerment Adviser (Speculative)	<b>Responsible to:</b> CFYE Implementing Partners and VSO CFYE Program Manager
<b>Uganda</b>	
<b>Start date &amp; Duration:</b> start date between October 2020 and March 2021 for 3, 6 or 12 Months	
<b>Type of placement and mode of delivery:</b>	<b>Time commitment:</b>
<ul style="list-style-type: none"> <li>- <b>International volunteer placement</b> (In-country volunteer), open for all candidates <i>not</i> residing in Uganda. <i>Note: Due to Covid the assignment may involve an initial stage of remote working until international and national travel restrictions are lifted</i></li> </ul>	<ul style="list-style-type: none"> <li>- Full time</li> </ul>
<b>Job Purpose:</b> Support Challenge Fund Implementing partners to develop and implement appropriate strategic approaches on Corporate Social Responsibility and Decent work.	

<b>Programme information</b>	
<p>The Challenge Fund for Youth Employment (CFYE) <a href="https://fundforyouthemployment.nl/">https://fundforyouthemployment.nl/</a>, initiated by the Dutch Ministry of Foreign Affairs (MOFA), aims to create new jobs and make jobs more accessible for 200.000 youth (half of these for women) in the ministry's priority focus countries in the Middle East, North Africa, Sahel &amp; West Africa and the Horn of Africa. The fund is open to Private sector and (I)NGO applications (or mixed consortia). VSO will strengthen the work of the selected Implementing Partners through strategic VSO volunteer engagements.</p> <p>The aim of the Fund will be achieved by supporting youth employment initiatives in these regions. Initiatives will offer youth, particularly young women, opportunities for decent work that delivers better prospects for personal development, is productive, and offers a stable income, social protection and safe working conditions.</p> <p>Strengthen the private sector to engage with women and to create decent work for women that meets their aspirations and provides them voice and agency. Develop knowledge products for economic empowerment and support the implementation of these tools within private sector companies, micro small and medium enterprises (MSMEs) and target communities.</p>	
<b>Expected responsibilities (to be confirmed and refined):</b>	<b>Skills, Knowledge and Experience</b>
As a Gender Economic Empowerment Adviser you will:	<p>Essential criteria</p> <p>Knowledge/qualifications:</p>

- Develop knowledge products for the partners (definitions, guidance, tools, trainings, research, etc.) regarding gender responsive strategies in the employment sector for private sector partners.
- Advise on how to integrate and embed gender within the private sector into program and policy.
- Monitoring the use and results of the framework implementation, with contextually appropriate indicators and measurement tools. And if necessary, provide further support and guidance in the use of the framework to support the development of robust evidence of gender economic empowerment.
- Develop the capacity building of the private sector on gender issues and process modules for integrating gender institutionally to create decent work for women that meets their aspirations and provides them voice and agency.
- Develop a strategy for the private sector to update and adopt gender equality mainstreaming policies and strategies within the private sector.
- Coordinate the baseline assessments in company and action plan settings to improve the gender equality.
- Develop the capacity of the programme, partners and external stakeholders on training frameworks and toolkits on gender & economic empowerment.
- Be working together with multidimensional project team, with experts on different kind of areas.

- You have a Bachelor/Master's degree in Behavioral and Social Science, Gender, Development, international relations or related field.

Experience:

- You have extensive (5+ years' work experience) with corporate social responsibility, gender policies, implementation and advisory, gender economic empowerment.
- You have experience and demonstrated result in integrations of gender in programming in the private sector.
- A demonstrated understanding of issues and challenges related to gender.
- Ability to work independently as well as take an advisory role with multiple stakeholders in a time-pressured environment.
- Cross cultural awareness and ability to work amongst a diverse group of staff, volunteer and partners.
- Good understanding of developing training modules and facilitation.
- Experience in mentoring on gender.
- Monitoring and evaluation.
- Private sector experience is essential.

Skills/Abilities:

- open minded and respectful
- resilient and adaptive to new situations
- facilitate positive change and build sustainable working relationships
- seek and share knowledge

Desirable:

- Attention to detail and ability to effectively and efficiently perform multiple tasks and balance competing priorities.

*VSO has zero tolerance of abuse and exploitation of vulnerable people. We expect all our employees/volunteers to ensure we are protecting children, young people and vulnerable adults from harm and abide by our safeguarding policy.*