

JOB DESCRIPTION

Job Title:	Gender Adviser (Uganda)
Location:	Kampala, Uganda with frequent travel to project locations
Reporting to:	Team Leader; with dotted line to the Senior Gender Adviser to international programmes
Management responsibility (if applicable)	N/A; some potential consultancies as agreed with line manager
Type of position:	National position
Grade and Salary:	A competitive INGO salary will be offered
Contract terms and hours:	Fixed term; standard working week is 37.5 hours

Background:

Saferworld is an independent international organisation working to prevent violent conflict and build safer lives. We work with people affected by conflict to improve their safety and sense of security, and conduct wider research and analysis. We use this evidence and learning to improve local, national and international policies and practices that can help build lasting peace. Our priority is people – we believe in a world where everyone can lead peaceful, fulfilling lives, free from fear and insecurity. We are a not-for-profit organisation operational in 12 countries across Africa, Asia and the Middle East.

This role is part of Saferworld's Uganda country programme – where we have been working for over 15 years – which promotes conflict sensitivity and community based solutions to insecurity and conflict, including on issues of land, gender, refugees and justice. Through this work, we seek to challenge harmful gender norms that fuel conflict and violence, including gender-based violence, and aim to promote gender equality and inclusion using a community-based peacebuilding lens. The Gender Adviser will be instrumental in supporting teams and partners to implement community security projects using gender-sensitive and transformative approaches; and in producing analysis and support gender-focused advocacy at sub-national, national, regional and international levels.

Job purpose:

The Gender Adviser will work with Saferworld's Uganda programme and partners to deliver Saferworld's gender, peace and security (GPS) programming and gender-focused research, analysis and advocacy. S/he will provide technical support in the following areas:

- lead on producing analysis, and supporting programme teams to implement this analysis in community-based peacebuilding programming using gender-sensitive and transformative approaches
- supporting gender-focused advocacy efforts at sub-national, national, regional and international levels
- providing accompaniment and mentoring on GPS to both Saferworld staff and partner organisations in Uganda.

The Gender Adviser will have a key role to play in providing technical advice and support to Saferworld and partner colleagues on a significant new programme being co-implemented with TPO Uganda, with the aim of addressing main conflict drivers, which include but are not limited to: competition over natural resources; the mass influx of refugees; inadequate transitional justice processes; and flawed electoral processes – and their gendered elements - leading to more peaceful, secure, inclusive and resilient communities in Uganda.

Roles and responsibilities:

1. Lead on the strategic development, adaptation and implementation of the Uganda programme's gender, peace and security strategy

- Contribute to the design and implementation of Saferworld's Strategic and Country Plans, focusing on how work on addressing GPS issues can help us achieve our peacebuilding objectives, and how this can be reflected in sound gendered conflict analysis.
- Support Saferworld staff and partners to conduct gender analysis of conflict at the grassroots and national level and lead on research and analysis when needed.
- Provide high quality advisory inputs to Saferworld from the Uganda perspective, ensuring that Saferworld's Uganda's strategies and programmes are responsive to both national policies, priorities and strategic plans, as well as organisational values and strategies on GPS, as well as feed into the advancement of Saferworld's organisational strategic goals and learning on the matter.
- Draft and review documents (reports, action plans and communication products) with a gender lens.

2. Lead on the implementation of gender, peace and security activities in Uganda, supporting teams and partners to implement community security projects using gender-sensitive and transformative approaches

- Support Saferworld staff and partners to integrate gender into programming throughout the project cycle, including to implement community-based peacebuilding programming using gender-sensitive and transformative approaches
- Review and advise on gender-transformative programme approaches, tools and resources, and work with the Senior Gender Adviser (based in London), to contextualise and adapt global and country-specific materials for Uganda.
- Work with colleagues to develop workshop agendas on gender-sensitivity and transformation, and facilitate these for Saferworld staff and partners
- Support the programme team and the MEL Adviser to design and review the results framework in line with gender analysis and gender sensitivity principles, as well incorporate gender-disaggregated indicators in all sections/components of the document.
- Support research and learning processes to strengthen gender sensitivity and gender transformational approaches to peacebuilding

3. Support external networking and influencing on gender, peace and security in Uganda

- Working with the Uganda Advocacy and Communications Manager, support gender-focused advocacy efforts at sub-national, national, regional and international levels
- Build organisational contacts with national, regional, and international actors, participate in networks in support of the gender, peace, and security strategy in Uganda, and advocate on these issues.
- Represent Saferworld on relevant networks and working groups on GPS at national and regional level.

Key working relationships

- **Saferworld Uganda programme team** – coordinating and working with staff in Kampala and field locations to ensure projects implement community-based peacebuilding programming using gender-sensitive and transformative approaches
- **Partner organisations and communities** – working with partners to review and contextualise gender transformative approaches, tools and resources, and provide training and dedicated support and accompaniment as required on gender, peace and security
- **Senior Gender Adviser to international programmes and Programme Support and Learning team** – regularly engaging with for advice and support
- **Gender Focal Points in the Africa region and across Saferworld** – regularly communicating with other Gender leads in the Africa region and globally, to keep them informed of lessons learned from the Uganda programme, including lessons and best practice of gender-sensitive and transformative approaches.
- **External stakeholders** – regularly attending relevant working group meetings on gender, peace and security, identify shared interests and common goals and work together on collective influencing (i.e. with relevant national and sub-national NGO networks and women-led civil society organisations and with the international donor community). Develop good working relationships with national and regional government departments and agencies as relevant.

Scope and accountability	
Decision making and limits of authority	The post holder is expected to show considerable leadership in the Uganda programme, leading the development and implementation of the Uganda programme's gender, peace and security strategy.
Financial resources	N/A
Other resources	Responsible for cross-regional and organisational information sharing and lesson learning resources on gender, peace and security
People management	N/A; potentially some consultancies as agreed with line manager
Legal, regulatory and compliance responsibility	Ensure compliance with national legislation. Where there is contradiction, seek guidance. Ensure compliance with policies, procedures and practices in the organisation.
Person specification	
Knowledge, qualifications and experience	
<ul style="list-style-type: none"> • A graduate degree in international relations, conflict/peace studies, gender studies or a similar discipline, or equivalent professional experience • Demonstrable work experience on gender or women's rights programming at a community level – preferably in contexts of conflict prevention, security and justice and/or peacebuilding. Experience in strategy development and working across sectors or disciplines is highly desired, mainly humanitarian and peacebuilding sectors. • Proven experience of advising on and/or implementing programmes on gender mainstreaming and/or gender transformation, preferably related to conflict-affected settings • Knowledge and understanding of current debates regarding women, peace and security • Proven experience of working in partnership with other NGOs and NGO networks in a way that reflects the principles of power-sharing and accompaniment • Demonstrated experience of conducting trainings and workshops, ideally focused on gender, peace and security • Experience in conducting high quality participatory research and analysis on issues related to conflict, security, gender and/or governance, and knowledge of relevant research methodologies is desirable 	
Skills and abilities	
<ul style="list-style-type: none"> • Excellent written and oral communications skills in English • Strong interpersonal skills and ability to communicate with people from all walks of life • Ability to explain complex ideas in easily accessible ways tailored to different audiences • Ability to translate technical knowledge and analysis into programmatic and community-level interventions, work plans, activities, reporting, etc. • Skilled trainer and facilitator • Strong analytical skills 	
Personal qualities	
<ul style="list-style-type: none"> • A self-starter who is willing to take the initiative and drive things forward with minimal oversight • Personable and committed to working as a team – ability to take a cooperative and problem-solving approach • Ability to develop and maintain positive relationships with a wide range of stakeholders, including civil society organisations, government bodies and officials, and international donors • Commitment to and compliance with Saferworld's safeguarding principles • Commitment to respect and value equality and diversity, and understanding of how this applies to own area of work • Commitment to own continuing personal and professional development • Commitment to the vision, mission and values of Saferworld 	
Other requirements	
<ul style="list-style-type: none"> • Ability to travel frequently to northern Uganda, Karamoja, West Nile, Western Uganda and other areas as may be required. • Potential occasional travel in the region and internationally 	

Application process

To apply: Download and complete an application form at <http://www.saferworld.org.uk/jobs/jobs> and send to HR Team at jobs@saferworld.org.uk (Ref: UG-GA)

Deadline for applications: 8th January 2021