

JOB DESCRIPTION

Gender Advisor

1. Introduction

Irish Aid is the Irish Government's programme for overseas development and is an integral part of Ireland's foreign policy; in Tanzania, the Irish Aid programme is managed by the Embassy of Ireland. The Embassy works with the Government of Tanzania, UN agencies, international research institutions, and civil society organisations and other development partners to deliver on our overall goal of inclusive growth and reduced poverty and vulnerability in Tanzania.

The programme is guided by a five year Country Strategy Paper, a transition strategy is currently being developed for 2015-16 and a new five year strategy will start in 2017. The strategy has a significant emphasis on building government systems and a focus on partnership and interventions that deliver results for poor women and men and vulnerable communities. The programme is underpinned by a strong commitment to aid effectiveness and is aligned with the priorities of the Tanzanian Government's National Development Plan, the MKUKUTA II (2010-2015)

With an annual budget of approximately €30 million, the programme is focused on improving livelihoods for male and female smallholder farmers and pastoralists, improving nutrition outcomes and ensuring better quality and equitable public health services, with a focus on maternal health. Cutting across all our work is a commitment to strengthened domestic accountability, good governance and gender equality,

Ireland's approach to gender equality is informed by the understanding that gender inequality is a driver and outcome of persistent poverty. The Irish Aid programme seeks to ensure that interventions supported promote equal access to and control of resources and benefits, equal participation in political decision-making and equality under the law and in practice.

Irish Aid encourages its partners to undertake gender analysis to inform planning and adjust their strategies to ensure that women and girls have an opportunity to achieve their potential. We work with partners to establish clear gender equality results and to ensure that women and girls access the benefits of interventions. This is a particular focus in the agricultural programming. In health and nutrition, the primary beneficiaries are also women and children.

In addition to mainstreaming, the Embassy supports specific measures aimed at preventing and responding gender-based violence (GBV).

2. The Position

The Embassy is seeking to recruit a highly motivated and experienced Gender Advisor to join its Development Team. The successful candidate will be expected to contribute to the development and delivery of a high quality programme that has at its centre a commitment to ensure that poor women and men benefit equally from development efforts. The Advisor will provide strategic input and advice on gender across the work of the Embassy and will work within objective teams to ensure

that gender equality is mainstreamed within those areas. He/she will undertake analytical and advocacy work and will have responsibility for management of partnerships which deliver specific measures, especially in the area of gender based violence.

Overall responsibility

To contribute to the achievements of objectives and results set out in the Country Strategy by leading on the development, coordination, implementation and monitoring of the Embassy's gender action plan with a priority on ensuring that women's economic empowerment is advanced through the Embassy's rural livelihood programme and contributing to an effective national and local response to gender based violence.

Specific functions:

1. Monitor and analyse developments on gender at national and international level
2. Work within the development team, in particular the rural livelihoods, nutrition and health teams, to ensure that a sound gender analysis informs programme design and management, and identify strategic actions to be undertaken to improve the quality of programme implementation
3. Distil and document lessons for policy dialogue, public advocacy and future programming and organise dissemination of learning within the Embassy team and with partners
4. Manage gender specific programmes in accordance with agreed MoUs. Using a Project Cycle Management approach; Monitor programme expenditure against agreed budget lines and timeframes and ensure the financial resources are effectively used. Exercise quality assurance oversight and institute early warning systems to detect weaknesses in project implementation and advise management on corrective interventions.
5. Provide technical assistance to partners in assessing the strength of their approach to gender mainstreaming across the programme cycle
6. Provide advice on appropriate gender sensitive indicators in the performance measurement framework and support colleagues in the monitoring and reporting of programme results/outputs and objectives against agreed indicators.
7. Monitor and report on the implementation of the gender action plan
8. Develop and maintain positive working relations with a wide network of partners, including Government, development partners, parliament, media and NGOs.
9. Represent the Embassy at Government and/or relevant development partner meetings, including the Gender Development Partners Group and prepare briefing and policy materials for the Head of Mission and Headquarters as required
10. Undertake other responsibilities which may be assigned from time to time, including contributing to Embassy communications and events

3. Qualifications, skills and experience

The Gender Advisor will be expected to have the following experience and skills:

- A relevant undergraduate qualification is essential. A post graduate degree in gender, women's economic empowerment or rural livelihoods is highly desirable
- A minimum of four years relevant work experience managing a gender portfolio
- Knowledge and understanding of the institutional, legal and policy frameworks at national and local level that impact on the status of women in Tanzania
- Experience in project cycle appraisal, management and monitoring
- An influential communicator, with excellent written and verbal skills in both English and Kiswahili
- Evidence of good analytical and problem solving skills
- Ability to network effectively, with the ability to develop a wide range of relevant contacts
- Comfortable working within a multi-disciplinary, multi-cultural team

4. Performance management

The Embassy of Ireland operates a Performance Management Development System (PMDS) based on that used in the Irish civil service. Staff members agree, with their manager, goals, key tasks and targets aligned to an annual business plan. Performance is reviewed mid-year and at year-end. The PMDS also includes agreed on-going professional development actions. The Gender Advisor will agree his/her profile with the Head of Development and in turn manage the process with those reporting to him/her.

5. Outline Terms and Conditions

Terms and Conditions

- This position will be offered on a three year renewable basis. A six month probationary period will apply.
- The salary for this position will be commensurate with experience and the level of responsibility.
- The Embassy operates an employee health benefits scheme.
- There are 24 days of annual leave.

6. Applications:

Interested candidates should forward a cover letter together with their most recent Curriculum Vitae and contact details, to <stephen.simbila[at]dfa[dot]ie>. Only shortlisted candidates will be contacted.

The Irish Embassy in Tanzania is an equal opportunities employer.