

## Gender and Disability Inclusion Officer - HANA project

Location: [Africa] [Uganda]

Town/City: Gulu

Category: Gender

Job Type: Fixed term, Full-time

### Back ground

World Vision Uganda (WVU) is a Christian relief, development and advocacy non-government organisation dedicated to working with children, families and communities to overcome poverty and injustice. We currently work in 43 districts and have 48 Area Programmes implementing projects in health & nutrition, water, sanitation & hygiene (WASH), livelihoods & resilience, education and child protection. World Vision (WV) is committed to the protection of children and adult beneficiaries from exploitation and abuse and will not employ people whose background is not suitable for working with these beneficiaries. All employment is conditioned upon the successful completion of all applicable background checks, including criminal record checks where possible.

Due to expansion in scope of our programmes, we are now seeking for a qualified and passionate individual willing to share in our vision and join the team in the following role.

**Position:** Gender and Disability Inclusion Officer - HANA Project

**Report to:** Project Coordinator

**Location:** Gulu District

**Purpose of the position:**

To provide guidance to Health And Nutrition for All (HANA) project in mainstreaming of gender and disability programming both national and project level planning & operations in line with World Vision partnership and World Vision Uganda strategic direction and policies.

**Key Outputs/Responsibilities.****Gender and disability mainstreaming**

- Support in the design process of the project and participate in the gender and disability assessment including development of the mainstream plan for the project.
- Provide technical support to ensure gender and disability inclusive integration in project design, baseline, midline and final evaluations and formative assessments
- Ensure the project design includes practical and strategic activities designed to promote gender and disability inclusive outcomes
- Support delivery of an integrated gender transformative and disability inclusive approach
- Responsible for delivery of GESI training to project staff

**Networking and collaboration**

- Liaise with district-level partners, including Disabled People's Organisations and women's rights groups to plan and implement gender and disability inclusion initiatives
- Support other teams' members and advocate for an intersectional approach

## **Disability and Inclusion**

- Assess needs and facilitate reasonable accommodation to remove barriers to inclusion and conduct accessibility audits on public facilities
- Establish and strengthen partnership and collaboration for effective disability inclusion at all levels

## **Documentation, Reporting and Knowledge Management**

- Review assessment reports to ensure that they are gender and disability responsive.
- Prepare high quality reports, both narrative and quantitative information. Ensure all reports are delivered according to high quality standards and are always submitted on time as per WVU standards.

## **Qualifications: Education/Knowledge/Technical Skills and Experience.**

- Minimum of a degree in gender and development studies, social sciences or related discipline.
- Minimum of 3 years of experience in the gender programming; most preferably related to food security, livelihoods, Health, Education, and child protection
- Experience working with a variety of stakeholders and partners related to gender equality and disability, including UN agencies, Governments and civil society organizations.
- In-depth knowledge and understanding of gender, age, disability and other socio-cultural factors that influence development

- Demonstrated capacity to lead in the collection, gender analysis, and utilization of information from a broad range of sources in order to ensure effective integration of gender and disability concerns throughout the Programmes/ projects cycles
- Ability to foster commitment and build capacity among activity staff and partners on gender integration and empowerment, including training and workshop facilitation skills and experience
- Experience in programming and implementing a disability inclusion project is an added advantage
- Good communication and interpersonal skills,
- Ability to work with a diverse and multicultural team in a respectful and culturally appropriate manner
- Must have very good computer skills – MS Word, MS Excel, Outlook, PowerPoint etc.
- Strong analytical and conceptual skills
- Must be a good communicator – both verbal and written
- Should have very good presentation skills