

Gender, Equity & Social Inclusion (GESI) Facilitator

Location: [Africa] [Zimbabwe]

Town/City: Bulawayo

Category: Water, Sanitation and Health (WASH)

Job Type: Fixed term, Full-time

BACKGROUND INFORMATION

World Vision is a global Christian relief, development and advocacy organization dedicated to working with children, families and communities to overcome poverty and injustice. We are a community of close to 40,000 staff working across the world to help change the lives of vulnerable children. Our supporters, partners and staff join forces with communities on the ground to help children enjoy good health, be educated for life, experience the love of God and their neighbours and be cared for, protected and participating in addressing issues that affect their lives. World Vision has been active in Zimbabwe since 1973. Our operations are spread across 9 out of 10 provinces, with a majority of over 1.75 million beneficiaries in rural areas. Our current programs focus on improving the well-being of boys and girls in three priority sectors: health and nutrition, livelihoods and education. We also focus on child protection, gender and disabilities, emergency assistance and resilience building as cross cutting priorities across our programs. World Vision Zimbabwe is committed to the safeguarding of staff, children and communities that we work with, preventing any type of unwanted behavior at work, including sexual harassment, exploitation and abuse, lack of integrity and financial misconduct. We are committed to promote the welfare of children, youth, adults and individuals with whom World Vision engages with. World Vision expects all staff to share this commitment through our conduct and behavior. We place a high priority on ensuring that only those who share and demonstrate our values are recruited to work with us. If

you share the same vision and values, JOIN US and contribute to life in all its fullness for the children and communities we serve.

Job Title: GESI (Gender, Equity & Social Inclusion) Facilitator

Location: Beitbridge (*also covering Buhera and Chimanimani*)

Duration: 12 months

Purpose of the Position:

To facilitate the implementation of the Gender, Equity & Social Inclusion (GESI) Promising (Best) Practices Documentation project in Limpopo Area Programme in Beitbridge, Buhera Area Programme and Chimanimani Area Programme and in other Area Programmes where World Vision Zimbabwe implemented the WASH UP Girl Talk project. To facilitate the documentation of best practices through video footage development and write ups covering the 5 GESI domains namely strengthening access, participation, decision making, systems and well-being and thereafter facilitate local, and national dissemination.

Major Accountabilities/Responsibilities:

Gender & Social Inclusion Promising Practices Documentation

- Facilitate learning events to identify sustainable GESI best or promising practices from WASH interventions carried out in Limpopo Area Programme (Beitbridge), Buhera Area Programme and Chimanimani Area Programme and or elsewhere.

- Facilitate narrative documentation of GESI promising practices covering all the 5 GESI domains through operational reviews in liason with the WASH Team and external GESI consultant
- Facilitate the production of audio and visual documentation of GESI promising practices
- Facilitate the promotion and upscaling of GESI promising practices through engagement of various target groups (school children, mother-girl forums, men -boy forums, community leadership etc) in project areas
- Facilitate dissemination of documented products (most significant change stories, success stories, impact narratives, case studies, story booklets and reports, videos,) to all local and national key stakeholders
- Participate in the preparation of GESI Promising Practices for internal and external dissemination through publications, webinars and or workshops etc
- Participate in the development and implementation of a GESI Guideline Framework for WASH Action Plans and WASH interventions covering all the 5 domains ie access, participation, systems, decision making and well-being;

Capacity Building:

- Facilitate GESI related internal virtual cross-learning amongst team, partners and stakeholders.
- Participate in the coaching and mentoring WASH staff on GESI issues and mainstreaming of GESI issues in WASH programming

- Participate in coaching WASH staff on GESI promising practises data collating, documentation and dissemination
- Capacitate schools and community groups on mainstreaming GESI domains.

Monitoring and Reporting

- Participate in the development and implementation of the GESI performance monitoring plan and indicator tracking tables;
- Prepare and submit project progress reports
- Participate in “Gender and Social inclusion” in WASH’ progress review and evaluation processes and events.

Networking and Advocacy-

- Collaborate with key stakeholders to ensure effective participation and gender and social inclusion of all in all community activities and advocate for mainstreaming of GESI issues
- Participate in GESI related coordination platforms at local and districts level.

Qualifications and Skills:

- Degree or relevant qualification in Gender Studies a priority; International Development/Development Studies/Women’s Studies/Social Work/Public Policy

field.

- Minimum of 2-3 years' experience in Gender Equity Social Inclusion
- Ability to collect/collate data and produce documented evidence for dissemination internally and externally
- Strong facilitation, community mobilisation, communication and collaboration skills
- A strong commitment to GESI and child-safe guarding
- Computer literate
- Excellent report writing and information dissemination skills
- Ability to speak Shona, Ndebele and other local languages.
- Clean class 4 Driver's licence an added advantage.

Shortlisting will be done as applications are received. Only shortlisted candidates will be contacted.

Qualified women are encouraged to apply.