

Gender & Human Rights Coordinator

Location: [Africa] [Tanzania]

Town/City: Dar es Salaam

Category: Gender

Job Type: Fixed term, Full-time

JOB PURPOSE *(Limit 750 characters)*

World Vision Tanzania seeks highly qualified candidates for an anticipated five-year donor funded project with key objectives to increase empowerment, reduce exploitation and abuse, increase uptake of ASRHR services, including Nutrition & HIV and Increased Economic Opportunities through skills development, job creation, policy and capacity building. The project is anticipated to be implemented in Dar es Salaam and Dodoma.

The anticipated project aims:

- To Improve enabling environment to advance gender equality and rights and protection from SGBV and adverse SRH and Nutrition outcomes
- Improved capacity of youth/CBOs to meaningfully participate in and engage local decision-making structures to advance gender exploitation, adolescent girls' and boys' SRHR, and prevent and respond to SGBV.
- Increased access to improved ASRHR and nutrition services for adolescent boys and girls in and out of schools.
- Increased gender equitable participation of female and male youth from 16-19 years in the labour market.

As part of the World Vision Team, reporting to the Program Manager, the gender coordinator will be responsible for implementing activities and interventions to advance gender equality, provide technical support to the broader project Team to ensure gender equity is mainstreamed across all education and

civil society activities, review documents and materials to ensure these are gender sensitive and ensure gender integration across all aspects of the project cycle. Coordinate, facilitate and provide technical support and guidance on Gender, Human Rights and Advocacy in the Project on planning, monitoring evaluation, reporting and reflection. Communicate World Vision's cultural ethos and demonstrate a quality of spiritual life that is an example to others.

This position is contingent on the confirmation of funding from the donor.

MAJOR RESPONSIBILITIES

% of time	Activity	End Results
25%	<p>Provide overall strategic leadership and Direction to the Project team and implementing Partners on Gender equality, Human Rights and Advocacy</p> <ul style="list-style-type: none"> • In consultation with World Vision Tanzania and World Vision Canada participate in the development and implementation of project's gender equality strategy in promoting Gender Equality, Human rights and CVA in all project outcomes • Support the development of projects annual work plan in implementation of gender equality, human 	<ul style="list-style-type: none"> • Strategy is well implemented and gender transformation achieved • Work plan is developed and implemented

	<p>rights and advocacy interventions</p> <ul style="list-style-type: none"> • Work with project implementing Partners and to ensure gender Equality and Social Inclusion (GESI) and Human Rights are well integrated in implementation, monitoring and evaluation. 	
10%	<p>Representing WV at external events; external contacts coalition building and networking</p> <ul style="list-style-type: none"> • Maintain Good/harmonious relations between World Vision Tanzania, donors and all other stakeholders through reporting and sharing of information periodically on Gender and Human Rights • Use Reserch findings 	<ul style="list-style-type: none"> • Policy brief prepared and presented to influence policy change

	<p>and monitoring report to develop Policy briefings on Gender, Human Rights and Advocacy for external engagement and ensure the rights of adolescent girls and boys are protected</p> <ul style="list-style-type: none"> • Work with MoHCDGEC to ensure NAIA interventions are well integrated and implemented in the Project. 	
25%	<p>Promoting Gender Equality, Human Rights and integration of Advocacy in the Project</p> <ul style="list-style-type: none"> • Support the implementation of Coaching Boys into Men Model, Men Care Model and Chanel of Hope- <p>Gender</p> <ul style="list-style-type: none"> • Develop and Implement project capacity building strategy that enhances 	<ul style="list-style-type: none"> • Adolescents CVA teams formed and monitoring standards and score card implemented • Evidenced based method on family planning implemented among adolescent girls and boys in school and out of school

staff capacity to oversee the integration of gender equality in all of the project's programming areas and in all three pillars through training, learning and knowledge sharing activities

- Support capacity building opportunities on gender equality, Human and Advocacy (CVA) for key project partners including adolescent girls and boys, implementing partners, community level leaders, to equip them to support gender equality and CVA integration in all program areas.
- Support Training to TOTs in addressing Gender GBV to adolescent girls and boys and addressing VAC
- Ensure integration and implementation of gender aspect of SRHR education to in-school

	and out of school adolescents.	
10%	<p>Coordinate Advocacy, Policy Research & Public Awareness on gender equality, gender justice and human rights.</p> <ul style="list-style-type: none"> • Develop and/or support partnerships and cooperation with other organisations in Dar Salaam and Dodoma City on gender equality and its impact on adolescent's health (SRH), nutrition and economic empowerment • Be a spokesperson for the project on identified Gender, Human Rights and Advocacy (CVA) issues. 	<ul style="list-style-type: none"> • Increase in number of partners who work on improving issues of gender equality and promoting rights of adolescent girls and boys
20%	<p>Develop and update plan for ITAW campaign</p> <ul style="list-style-type: none"> • Ensure implementation of ITAW campaign activities 	<ul style="list-style-type: none"> • ITAW campaign interventions are well implemented and reach

	<p>in the project</p> <ul style="list-style-type: none"> • Work closely with Ministries, Like-minded organization, Religious leaders in planning, implementing monitoring and evaluate ITAW Campaign • Participate in commemoration of International events such as 16 Days of Activism. International Day of a Girl Child, International Women's Day, Day of African Child, and Human Right Day. 	<p>many people</p> <ul style="list-style-type: none"> • Advocacy messages and IEC materials of ending child marriage and teenage pregnancies prepared and disseminated,
10%	<p>Support Baseline, Monitoring and Evaluation exercises of the Project</p> <ul style="list-style-type: none"> • Ensure Gender Equality and Social Inclusion are well integrated into Monitoring and Evaluation 	<ul style="list-style-type: none"> • Project best practices, lessons learnt and success stories are documented and uploaded in Horizon and WV Central Repository via https://www.wvcentral.org

- Support Establishment and maintenance of effective project reporting, evaluation, and communication systems in alignment to specific donor requirement and WVT standards.

- Document and disseminate Gender, CVA, Human Rights and ITAW impact stories / best practices and lessons learnt

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- All key project documents and information are uploaded in Horizon.

KNOWLEDGE/QUALIFICATIONS FOR THE ROLE

Required Professional Experience

- Minimum of 5 years experience
- Demonstrate Experience in working with adolescents boys and girls, advocacy, lobbying and communication,
- Experience of working in an international and cross-cultural environment is an added advantage
- Experience in promoting gender equality and Human Rights
- Experience in working with Faith Leaders in promoting gender equality and human rights

	<ul style="list-style-type: none"> • Familiar with current Advocacy issues around Adolescents Sexual Reproductive Health Rights
Required Education, training, license, registration, and certification	Preferred: Bachelor degree in Social Sciences, with at least 5 years experience
Preferred Knowledge and Qualifications	<ul style="list-style-type: none"> • Excellent communication skills; Ability to communicate with internal and external stakeholders, • Strategic, creative, and innovative thinking • Excellent presentation skills • Practical advocacy and campaigning experience in the development field • Ability / experience of managing a network • Experience working in advocacy • Experience in coalition building and ability to rally coalitions and networks to take positions on specific policy issues

- Excellent coordination and planning skills
- Report writing skills: Ability to write complex reports
- Demonstrate high levels of integrity
- Strong analytical and problem-solving skills
- Excellent team player with minimum supervision
- Significant experience of working with government officials, multiple partners, community groups and communities.
- Proven experience in facilitating effective project documentation and dissemination of results to a wide range of audiences.
- Experience in working with donor funds
- Ability to maintain effective working relationships with all levels of staff
- Good planning and Excellent organizational skills, ability to determine priorities and attention to detail a must
- Work in a multisectoral/ multicultural team- patience, cultural sensitivity and application of contextual understanding in day to day work
- Ability to work with tight deadlines for information needs

Travel and/or
Work

- The position

Physical
Requirements

The position is
based in Dar
es Salaam or

Language
Requirements

Excellent
written and
spoken

Environment	requires ability and willingness to travel domestically up to 60% of the time and occasionally internationally.		Dodoma		English and Swahili language
Requirement	<ul style="list-style-type: none"> • Ability to work in a multicultural context as a flexible and respectful team player <p>Willingness to travel to the field as and when needed</p>				

KEY WORKING RELATIONSHIPS

Contact (within WV or outside WV)	Reason for contact	Frequency of contact
WV NO	Technical Support and guidance on Gender and Human Rights related issues / interventions	Weekly /Monthly
WV DME	Data collection and compilation for reporting and decision making	Monthly/ Quarterly/Semi-Annual and Annual
Ministry of Health, Community Development, Gender, Elderly and Children, Project Partners /Other CSOs	Work in collaboration with Government, partners and other stakeholders on Gender and Human Rights	Monthly
Leaders	Present data for decision making and learning	Quarterly
Project staff	Collaborate on Project implementation	Daily
Technical staff at Dar office and Dodoma Cluster	Collaborate on Project Implementation	Daily

DECISION MAKING

Ability to make proper decision at the right time on Gender and Human Rights. Final decision and approval to be done by Project Manager

CORE COMPETENCIES – For all positions, select the top 3 prioritized competencies from below. Click [here](#) for a quick overview of our Core Competencies.

? Be Safe and Resilient	? Build Relationships	? Learn and Develop	? Partner and Collaborate
? Deliver Results	? Be Accountable	? Improve and Innovate	? Embrace Change
For Management positions only, select the top 2 prioritized competencies from below.			
? Model Self-	? Engage, Influence,	? Run an Effective	? Develop the

Management	Lead and Grow Others	and Agile Organisation	Organisation for the Future
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