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| **TITLE:**  Roving Gender Equality Technical Advisor | | |
| **TEAM/PROGRAMME:** Global Expertise and Humanitarian Surge Platform (GEHSP) | **LOCATION:** Flexible – within countries where there is a Safe the Children presence and staff can be compliantly hired | |
| **GRADE**: 4 | **CONTRACT LENGTH:** 2 years | |
| **CHILD SAFEGUARDING: (select only one)**  Level 3:  the post holder will have contact with children and/or young people *either* frequently (e.g. once a week or more) or intensively (e.g. four days in one month or more or overnight) because they work country programs; or are visiting the country programs; or because they are responsible for implementing the police checking/vetting process staff. | | |
| **WHO WE ARE:**  Save the Children is the world’s first, and largest, independent children’s rights organization. Our founder, Eglantyne Jebb, wrote the first draft of the UN Declaration of the Rights of the Child in 1923, and we’ve worked to uphold it ever since. Generations later, her pioneering work is being influenced by children themselves. Today, we are still going strong, working in over 100 countries worldwide to build a world where every child can thrive, grow up healthy, educated, and safe, and look forward to a future full of promise.    Our ambition for 2030 is to create a world in which all children:   * [Survive](https://www.savethechildren.net/what-we-do/survival): No child dies from preventable causes before their fifth birthday * [Learn](https://www.savethechildren.net/what-we-do/learning): All children learn from a quality basic education * [Are Protected](https://www.savethechildren.net/what-we-do/protection): Violence against children is no longer tolerated.     In the last 12 months, the climate crisis has worsened, with women, girls, and people with non-binary gender identities both disproportionately affected by and less resilient to the impacts of climate change. Conflicts across the globe including in Gaza and the West Bank, Ukraine, and Sudan have resulted in increasing gender-based violence and the displacement of millions of people and children, and the ripple effects and aftermath of the pandemic have resulted in a cost-of-living crisis and worsening global hunger crisis at an unprecedented scale and exacerbating gender inequality. Anti-gender movements are mobilizing against gender equality, sexual and reproductive health rights, LGBTQIA+ rights, and protection from gender-based violence, and they are targeting/using children as part of their rhetoric and practice, creating critical risks for children's right to equality. This puts decades of progress on gender equality under threat. We are witnessing the worst child rights crisis in decades and the evidence is clear that gender inequality is a leading barrier to children realizing their rights. The needs are greater than ever before and so is the urgency for us to scale our impact.  **ROLE PURPOSE:**  As part of our 2030 ambition and global strategy, in 2019 Save the Children established the Global Expertise and Humanitarian Surge Platform (GEHSP) to further improve the efficient deployment of high-quality surge staff to meet the needs of our domestic and international programmes and humanitarian responses directly and in collaboration with SCI partners.  This Technical Expert (TE) role will be rapidly deployed by the GEHSP across the movement to cover critical technical gaps and deliver technical excellence to drive impact for children. They will provide dedicated support that is available to deploy regularly and flexibly depending on the requests received on the GEHSP. The main responsibilities of this post will vary according to the terms of reference for each assignment.  The Gender Equality Technical Advisor will use their in-depth contextual understanding, technical and practical expertise, and relationship-building skills to define and deliver our strategic ambition for advancing gender equality in each country they are deployed to. While the main responsibilities will be specified for each assignment, in general, the role will lead strategy development and the technical design and implementation of high-quality gender transformative programmes that address discriminatory norms, systems, and structures and ensure that children, girls, and boys can equitably access, participate within, benefit from and act as decision-makers for both emergency and development programming.  The role will provide technical leadership to operationalize Save the Children’s Global Gender Equality Policy and new Gender Equality Strategic Framework, across programs, partnerships, advocacy, and our organization. The role supports advocacy and influencing while building equitable and strategic feminist partnerships. It provides leadership to ensure our work is grounded on intersectional gender and power analysis and supports the design and implementation of gender transformative monitoring and evaluation systems to demonstrate impact while sharing learning across our programmes, teams, and partners to support cross-regional and global learning.  The role will work closely with operations colleagues and with partners, especially women’s/girls’ rights and gender equality-focused organizations, fostering the building of ownership and agency of local organizations.  This role will provide leadership to design/adapt and deliver gender equality and social justice content for capacity building, adapting global and regional products to local contexts. The role will provide thought leadership and guide system strengthening, operationalizing standards, and driving technical excellence in close collaboration with in-country gender equality advisors, coordinators, and/or focal persons.  This role includes a focus on external representation on priority issues including gender and power analysis, girls’ empowerment, gender-based violence and other topics central to gender transformative child rights-based approaches across thematic areas.  In the event of a major humanitarian emergency, the role holder will be expected to work outside the normal role profile and be able to vary working hours accordingly. | | |
| **SCOPE OF ROLE:**  **Reports to:** GEHSP Deployment Manager with a dotted line to Global Lead – Gender Equality  **Staff reporting to this post:** No direct reports but expected to provide coaching and mentoring support to operational and other technical colleagues and local partners**.**  **Budget Responsibilities:** None  **Role Dimensions**: The role is expected to foster relationships with a wide range of internal and external stakeholders including Save the Children members, the Country Office Programme Development & Quality team, advocacy colleagues, Regional Advisors, technical counterparts in other organizations, donors, etc. The role is also expected to engage with internal technical working groups and communities of practice. | | |
| **KEY AREAS OF ACCOUNTABILITY:** Specific areas will be defined according to an assignment. They, however, will generally cover these areas.  ***Technical Leadership:***   1. Provide technical leadership for Gender Equality for the Country, Regional, or National Office, and set the strategic approach in relation to the wider country strategy, supporting the implementation of Save the Children’s Global Gender Equality Policy and Strategic Framework. 2. Build the capacity of national staff and partners in key technical approaches related to advancing gender equality and social justice via developing and facilitating high-quality training via workshops, webinars, etc., as well as providing ongoing high-quality technical assistance and coaching. 3. Provide technical leadership to establish/support/monitor a Gender Equality Action Plan for the Country, Regional, or National Office, grounded on Save the Children’s Gender Equality Self-Assessment and other tools.   ***Ensuring Programme Quality (Design & Implementation):***   1. Support New Business Development colleagues through gender equality technical inputs on funding strategies, donor engagement, capture planning, partnering and forming consortia, and opportunity preparation, uphold accountability for Save the Children’s global Gender Equality Marker (development or humanitarian), making regular recommendations on ways to improve at the design stage. 2. Lead the technical scoping, planning, and design and proposal writing during new programme development, and ensure that we design and deliver high quality, evidence-based, holistic and intersectional gender-transformative, and gender-equality-focused programmes, building on our programme quality principles, global best practice, and donor requirements. Collaborate closely with equality-focused technical experts across the movement, and ensure that broader intersecting social justice, disability, and resilience considerations are reflected in our programme design and implementation. 3. Provide oversight and guidance to the programme implementation teams to ensure that thematic programme components are technically sound, implementation methods are consistent with national and global strategies, acknowledged good practice, and are likely to achieve scale, as well as equitable and sustainable results. 4. Work with Child Rights Governance colleagues to ensure that a rights-based approach is reflected in our programme design and implementation (in line with our [child rights programming approach](https://savethechildren1.sharepoint.com/what/CRP/)), with a strong focus on safe, meaningful, and equitable child participation. 5. Promote and monitor integrated programming in a way that increases the overall impact of gender-sensitive and transformative programmes at the community level. 6. Work with Monitoring, Evaluation, Accountability & Learning (MEAL) teams to carry out gender and power analysis, and conduct quality monitoring against international standards through participatory methodologies that promote gender equality and social justice (including child-friendly and gender-sensitive/transformative methodologies). 7. Contribute towards the creation of an organizational learning culture that promotes the use of disaggregated data, evidence, and analysis (including gender and power analysis) and understands its link to quality and accountable programming; Contribute to strengthening the use of equality-focused programme principles and good practice across themes and sectors. 8. Undertake field visits to project sites; work with implementation teams to understand gender equality-related impacts and operational challenges, and continuously identify opportunities for learning and improvement. 9. Contribute to organizational learning on Gender Equality, ensuring that learning from our programmes is shared across the Country Office and with our partners, especially the Global Gender Equality Community of Practice and Technical Working Group 10. Working in close collaboration with the Head of Gender Equality on the One Humanitarian Team, support humanitarian colleagues (as needed) to develop gender-sensitive and transformative emergency preparedness plans, conduct intersectional, sectoral assessments (including rapid gender and power analysis, using SC assessment processes and tools) and to design and deliver gender-sensitive/transformative emergency response and recovery programmes. Build capacity for gender equality and gender-based violence among humanitarian teams involved in different sectors. Ensure synergies between humanitarian gender equality teams, disaggregated data, and gender-sensitive/transformative programme design. 11. FOR HUMANITARIAN CONTEXTS INCLUDE: Monitor trends in order to ensure early, gender-sensitive/transformative action; and lead technical design and implementation and technical coordination of humanitarian responses.   ***Networking & External Engagement:***   1. In alignment with Country Office strategy and leadership across the Region, engage in strategic positioning with donors, partners, and governments, and ensure that Save the Children is a partner of choice in gender equality programming. 2. Foster partnerships with feminist organizations focused on women’s and girls’ rights, engaging men and boys, equal rights, and advancing gender equality. 3. Ensure that Save the Children is influencing and learning from others to advance gender equality through regional technical coordination and networking bodies such as clusters and working groups focused on gender equality and gender-based violence, or focused on specific thematic areas and requiring a strong gender equality lens (education, child protection, sexual and reproductive health and rights, etc.). 4. Strengthen civil society engagement in national dialogues and policy processes for advancing gender equality and eliminating gender-based violence, including ending child marriage, through working closely with advocacy and child rights governance colleagues. Ensure that the diverse voices of children, girls, and boys are equitably heard and represented across thematic advocacy work. 5. Represent SC’s work on Gender Equality to National and Local government representatives, donors, and partner agencies, especially those who focus on Gender Equality, etc. as required. 6. Ensure the quality, clarity, and consistency of technical components of internal and external reports, prioritizing and embedding gender equality across framing and content, working closely with awards, programme implementation, and communications colleagues as needed. 7. Leverage and liaise with technical colleagues from across Save the Children, including technical working groups and centres of excellence, ensuring that learning from Country Offices is shared with others and global lessons brought back. | | |
| **BEHAVIOURS (Values in Practice**)  **Accountability:**   * holds self-accountable for making decisions, managing resources efficiently, achieving and role modeling Save the Children values. * holds the team and partners accountable to deliver on their responsibilities - giving them the freedom to deliver in the best way they see fit, providing the necessary development to improve performance, and applying appropriate consequences when results are not achieved.   **Ambition:**   * sets ambitious and challenging goals for themselves and their team, take responsibility for their own personal development, and encourage their team to do the same. * widely shares their personal vision for Save the Children, engages and motivates others * Future-orientated, thinks strategically and on a global scale.   **Collaboration:**   * builds and maintains effective relationships, with their team, colleagues, Members, and external partners and supporters. * values diversity and sees it as a source of competitive strength. * approachable, good listener, easy to talk to.   **Creativity:**   * develops and encourages new and innovative solutions * willing to take disciplined risks.   **Integrity:**   * honest, encourages openness and transparency; demonstrates highest levels of integrity | | |
| **QUALIFICATIONS**   * Master's degree in Women and Gender Studies or related degree with a focus on gender equality in international development, social work, public health, sociology, anthropology, or related area, or equivalent experience. | | |
| EXPERIENCE AND SKILLS   * At least 7 years experience (including field experience across multiple country contexts) providing technical leadership for the design and implementation of humanitarian and development programmes focused on advancing gender equality. * Strong understanding of gender equality principles and practices, the gender equality sector, policy priorities, and key gender inequalities impacting children. * Proven senior-level experience leading diverse, complex initiatives and virtual teams to achieve agreed objectives, including demonstrated experience designing, implementing, and reporting upon thematic/cross-cutting strategies and/or policies. * Significant experience in gender equality training, capacity building, and mentoring, and a demonstrated ability to make complex concepts compelling and accessible. * Demonstrated knowledge and skills related to intersectional gender and power analysis, and to the design, piloting, implementation, and evaluation of innovative technical tools and resources to advance gender equality. * Track record in successful business development/fundraising, designing, and pitching gender transformative approaches, models, and programs. * Demonstrated strong knowledge and skills related to gender-sensitive and transformative program design, monitoring, and evaluation, including designing pathways to sustainable impact at scale. * Experience in strategy development and planning to advance gender equality and social justice. * Experience in context, capacity, and policy analysis, grounded on intersectional gender and power analysis, and influencing and advocacy at the regional/international level in order to hold duty bearers to account to advance gender equality and realize children’s rights. * Skilled at networking, representation, and partnership development in order to promote learning, strengthen civil society, and mobilize resources. * Able to generate and use data and evidence to innovate, deliver, learn, and share what works and what doesn’t work for transforming the root causes of discriminatory gender norms and promoting gender equality for and with children. * Demonstrated thought leadership expertise such as contributions to academic journals, books, and articles; speaking engagements, workshop facilitation, leading conference presentations and panels. * Experience in supporting humanitarian preparedness, response, and recovery. * Fluent in English and high level of English writing skills. * Fluency in a second language (French, Spanish, and/or Arabic) is highly desirable | | |
| **KEY COMPETENCIES**  **Technical competencies:**   * Develops, implements and applies intersectional gender analysis. * Designs and implements evidence-based holistic gender-sensitive and transformative interventions: Fosters gender-sensitive and transformative approaches to ensure all children have equitable access to, participation within and benefit from interventions. * Strengthens capacities to advance gender equality. * Develops and applies effective, innovative gender equality tools and resources. * Advocates for gender equality.   **Generic Competencies**   * *Being the Voice of Children:* Promotes evidence-based policy and public engagement that includes the voices of children and their communities * *Advancing Equality & Inclusion:* Displays a commitment to ensuring everything we do considers the most deprived and marginalized children. * *Building & Strengthening Partnerships:* Promotes working with diverse partners as critical to delivery * *Child Rights:* Promotes the rights of children in their own work and in work with colleagues and peers. | | |
| **Additional job responsibilities**  The duties and responsibilities as set out above are not exhaustive and the role holder may be required to carry out additional duties within reasonableness of their level of skills and experience. | | |
| **Equal Opportunities**  The role holder is required to carry out the duties in accordance with SCI’s global Diversity, Equity and Inclusion and Gender Equality Policies, supported by relevant procedures.  We value representation and lived expertise - candidates who originate from the global south and persons with disabilities are encouraged to apply. Candidates are welcome to confidentially share any accommodation requirements to ensure safe and equitable access to and participation in the application process. | | |
| **Child Safeguarding:**  We need to keep children safe so our selection process, which includes rigorous background checks, reflects our commitment to the protection of children from abuse. | | |
| **Safeguarding our Staff:**  The post holder is required to carry out the duties in accordance with the SCI anti-harassment policy | | |
| **Health and Safety**  The role holder is required to carry out the duties in accordance with SCI Health and Safety policies and procedures. | | |
| **JD written by:** | | **Date:** |
| **JD agreed by:** | | **Date:** |
| **Updated By:** | | **Date:** |
| **Evaluated:** | | **Date:** |