

VACANCY ANNOUNCEMENT

WOMEN AND PERSONS WITH DISABILITIES ARE ENCOURAGED TO APPLY

JOB TITLE:	Gender Based Violence Technical Officer
COUNTRY PROGRAM:	SIERRA LEONE
LOCATION:	FREETOWN
POSITION:	1

Please Note:

Humanity & Inclusion has clear institutional policies on "Child Protection", "Anti-fraud, Bribery and Corruption", "Gender" and "Protection of Beneficiaries from Sexual Exploitation, Abuse and Harassment". It is therefore mandatory for all staff to commit themselves to respect, uphold and promote these policies, and to sign the HI Code and Conduct.

Humanity & Inclusion (HI) is an International NGO which has been working closely with the Government of Sierra Leone, international and national partners in the country since 1996, supporting vulnerable groups and people with disability. Program areas include: capacity building in rehabilitation; advocacy and rights, mother and child health, economic empowerment, mental health, protection and inclusive education. HI is currently implementing projects for the promotion of inclusive education, mental health and psychosocial support, and inclusion technical assistance to other organizations.

Project and Position Overview

"A whole School Approach to Prevent School-Related Gender-Based Violence: Minimum Standards and Monitoring Framework" is a new project HI implements during April and December 2021. It aims to challenge gender norms, attitudes and practices that negatively affect girls in Sierra Leone and which contribute to gender based violence (GBV), including school related GBV (SR-GBV). The project will provide a comprehensive, whole-school approach and community-led solution for inclusive SR-GBV prevention and response while simultaneously strengthening national systems.

To ensure the technical expertise of this project, HI is launching the recruitment of one Protection/GBV technical officer. The position will be based in Freetown with regular field visit across the country.

Line Manager: Project Manager

Functional links: Operations Manager, Protection Global Specialist HQ, Technical Unit Manager, M&E Officer, Shared Services Managers (Finances and HR/Logistics),

Main internal interfaces

- Country Director
- Operation Manager
- Technical Specialist
- Project Manager
- M&E Officer
- Shared Services Managers (Finances and HR/Logistics)

Main external interfaces

- Community Stakeholders
- Other GBV & Protection stakeholders/actors
- Visitors/external evaluators

OBJECTIVES OF THE POSITION:

Under the responsibility of the Project Manager, the Protection/GBV Technical Officer contributes to the implementation of Humanity & Inclusion's mandate and 10- year strategy in his or her home country. He/she contributes to the implementation of a project "A Whole School Approach to Prevent School-Related Gender-Based Violence: Minimum Standards and Monitoring Framework" by providing technical expertise related to protection, including Child Protection, and Gender-based Violence (GBV) as well as to ensure that the quality and impact of the project concerned is optimised. He or She works closely with the programme's technical team.

Main responsibilities:

1- Contribute to Strengthen Schools, Community and District Authority capacity for School-Related-GBV prevention and response (SR-GBV)

- Participate actively to the selection of schools to be targeted within the project in collaboration with UNICEF;
- Participate actively in the design of a protection risks assessment taking into account safety, security, accessibility criteria, etc. within the localisation to better identify the schools to be targeted within the project and strongly coordinates those efforts with UNICEF;
- Contribute to design and conduct a rapid barrier assessment within the selected locations to better select schools especially accessible schools in collaboration with UNICEF and report on findings;
- Contribute to the development and/or adaptation of methodologies and technical tools, including training packages especially related to gender, gender-based violence prevention and response, SR-GBV and disability-inclusion (training needs assessment tools, training materials, pre-post training tests), using specific guidelines (UNICEF, UNGEI), etc.
- Develop inclusive, gender aware and non-discriminatory school regulations and procedures (such as code of conduct) in line with national guidelines;
- Contribute to provide technical support and recommendations related to the design and the implementation of child-friendly and inclusive tools, mechanisms and reporting channels within schools;
- Build the capacities of partners, teachers, school personnel to adopt safeguarding principles and inclusive reporting mechanisms into the school policies, as well as referral pathway;
- Provide technical support to create inclusive learning environments with curricula and teaching practices that promote gender-equitable norms, non-discrimination and violence prevention life skills;
- Review and map existing GBV and Sexual Reproductive Health (SRH) actors at district and chiefdom level
- Contribute actively to design an inclusive referral pathway based on the information collected (actors, services) to be shared within schools, community dialogues sessions, children and parent's club, etc.
- Map national level (NaC-GBV), district, and school-level policies and processes to prevent and respond to SRGBV cases through active research about existing policies and specific meetings when needed;
- Provide recommendations to make the school-level policies and process more inclusive for all children in their diversity, especially taking into account an age, gender and disability perspective and contribute to advocate for it;
- Contribute actively to the design and the provision of specific trainings to the School Network (School Management Communities (SMC), Community Teachers Association and Mother's Clubs (MC)) on children's rights, Convention on the Right of People with Disabilities (CRPD), gender equality, available policies, and referral pathway for SRGBV cases and child protection issues.

2- Engage and mobilize boys, girls with and without disabilities, parents, community members to actively participate in initiatives that strengthen SR-GBV prevention and monitoring in schools

- Organize and facilitate peer dialogue discussion between parents in communities on children's rights and GBV to enhance understanding and change of attitudes towards positive attitude and perception;
- Establish and/or Re-activate children clubs in schools to increase their participation as key actor of change to prevent and respond SR-GBV with a particular attention to involve girls and children with

disabilities;

- Propose inclusive activities and participatory methods to ensure all boys and girls in their diversity contribute to design awareness materials, mapping of available services as well as to identify protection risks;
- Adapt available tools and Information, Education, and Communication (IEC) materials on SRGBV and print, targeting boys and girls with and without disabilities, parents, community members, and school administrators;
- Design inclusive awareness raising materials and organise sessions on protection risks and mitigations measures, GBV and gender equality to boys and girls taking into account age, gender and disability factors;
- Contribute to strengthen capacity building of teachers through technical support to include SRGBV in their training curriculums as well as about the causes of GBV, possible prevention activities, referral and response frameworks and ensure all those activities are disability-inclusive;

3- Contribute actively to the set-up and the implementation of a child-friendly, inclusive and functioning reporting mechanisms

- Identify and train GBV focal point volunteers at the community and school levels on the available prevention and response mechanisms in their communities to prevent and respond to SRGBV issues;
- Train children's clubs on the use of U-report and sensitize their parents on possible exposure risk to GBV on online platforms;
- Facilitate score carding activity at school, chiefdom, and district level;
- Monitor the use of the U-Report platform by regular discussion sessions within schools and communities to ensure boys and girls are aware about it and on how to use it;

4- Monitoring and Evaluation

- Contribute to collect elements (training attendance list, awareness session attendance list, etc.) necessary for capitalisation and documentation;
- Provide regular feed-backs to the PM to ensure "lessons learnt" and that the project is on-track;
- Contributes to technical learning under the responsibility of the specialist or project manager, based on good practice;
- Ensures that the project activities are implemented according to internal quality and technical standards and proposes adjustments or improvements if necessary;
- Contributes to the regular reporting of the technical activities of its perimeter (collection and analysis of the technical data collected) in conjunction with the project team and the MEAL team;

5- Representation and contribution to ensure HI's technical influence within its perimeter of expertise

- Ensures coordination and collaboration with the technical partners of the project, especially UNICEF and the local authorities in consultation with the PM of the project;
- Contributes to the influence of HI's expertise within relevant local networks and with local partners;

As Handicap International is working in a constantly changing humanitarian aid environment, reasonable specific work duties may be requested in situations that may not fit into the above job description, but will help promote the overall program goals and aims of Handicap International.

PROFILE REQUIRED

Knowledge	Know-how (practices)	Interpersonal skills (attitudes)
ESSENTIAL: <ul style="list-style-type: none">● Knows the different schools of thought and models explaining disability and is familiar with	ESSENTIAL: <ul style="list-style-type: none">● Minimum 2 years of experience in his or her professional field related to Protection/Child Protection	<ul style="list-style-type: none">● Reactivity● Teamwork/networking, cooperation. Respecting each other's opinions and

<p>the application of certain tools.</p> <ul style="list-style-type: none"> • Knows the international frameworks and technical issues of his/her sector (protection mainstreaming principles, GBV and CP international guidelines, including GBV IASC guidelines, Child protection Minimum Standards (CPMS)) • Mastery of a speciality of its sector, its managers and how to implement them in a quality approach. • Knows the networks of actors and professionals inherent to its sector • Good technical skills in developing training and providing coaching for capacity building • Ability to develop information materials <p>Desirable:</p> <ul style="list-style-type: none"> • Knowledge and understanding of technical issues concerning gender and protection in Sierra Leone, and the stakeholders and professionals in this sector • Basic knowledge and understanding of disability concepts • Knowledge of Kenema and/or Kambia district 	<p>and/or Gender Based Violence and/or Child Protection</p> <ul style="list-style-type: none"> • Communicates in a clear, concise and responsible manner with respect for the interlocutor (adult or child); adapts his/her mode of communication and message, particularly in the context of intercultural communication, and at a distance • Identifies problems and activates solutions; knows how to raise problems • Can accompany and motivate a person/group. • Knows how to plan, organise and measure its activities by setting clear, specific and measurable objectives and indicators. • Promotes participation and cooperation in the activities of its service sector and in multidisciplinary/sectoral work • If trainer, add specific skills to the training course. • Ability to work with partners, stakeholders, public authorities <p>Desirable:</p> <ul style="list-style-type: none"> • Desired experience in project management 	<p>valuing each other's skills for joint action;</p> <ul style="list-style-type: none"> • Giving and receiving constructive feedback; exchanging in multidisciplinary teams, networking and collaborating. • Have an empathetic attitude. Showing interest in what each person experiences and feels, "putting oneself in the other's shoes" and listening to their needs Adopting an attitude of acceptance and non-judgement of the person. • Resilience to stress and uncertainty
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Expected Start Date: **10th May 2021**

Salary: **As per HI salary scale**

Probation Period: **3 months**

Duration of Contract: **Initial one (1) year**

All interested candidates should send their CVs and cover letters only, **with attachments bearing your full name; example: John Doe – CV** (for your CV) and **John Doe - Cover Letter** (for your cover letter) **including at least 2 professional references’ – Institutional contacts ONLY** (active email address and phone number), with the **subject of the position applied for** by email **only** to: recruitment@sierraleone.hi.org.

Closing date for applications is 21st April 2021.

Only shortlisted candidates will be contacted.