



Programme Analyst – Gender-Based Violence

Job title:	Programme Analyst – Gender-Based Violence
Level:	NOB (ICS 09)
Location:	Kasulu, United Republic of Tanzania
Full/Part time:	Full-time
Fixed term/Temporary:	Fixed-term
Rotational/Non Rotational:	Non-Rotational
Duration:	One year fixed term (renewable based on performance)
Application deadline:	6 November 2020

The position:

The United Nations Population Fund (UNFPA) is seeking to recruit a Gender-Based Violence (GBV) and Harmful Practices Programme Analyst with a focus on the humanitarian response. The successful candidate will work under the overall guidance of the Deputy Representative and the direct supervision of the Sexual and Reproductive Health and Rights Coordinator based in Kasulu, as part of UNFPA's Country Team in Tanzania.

How you can make a difference:

UNFPA is the lead UN agency for delivering a world where every pregnancy is wanted, every childbirth is safe and every young person's potential is fulfilled. We aim to achieve three transformative results by 2030 – the deadline for achieving the Sustainable Development Goals – zero preventable maternal deaths; zero unmet need for family planning; and zero gender-based violence and harmful practices, leaving no one behind.

In a world where fundamental human rights are at risk, we need principled and ethical staff, who embody these international norms and standards, and who will defend them courageously and with full conviction.

UNFPA is seeking candidates that transform, inspire and deliver high impact and sustained results; we need staff who are transparent, exceptional in how they manage the resources entrusted to them and who commit to deliver excellence in programme results

Job purpose

The GBV Programme Analyst provides strategic support and guidance as part of a broader team in advancing key UNFPA interventions that focus on ending sexual and GBV and harmful practices within the context of gender equality and women's empowerment; adolescent and youth empowerment and engagement; sexual and reproductive health and reproductive rights; and population and development both in Mainland Tanzania and Zanzibar, with humanitarian interventions cross-cutting all areas.

The role of the GBV Programme Analyst is:

- A. Strategic Technical Support
- B. Results-Based Management
- C. Capacity Development
- D. Evidence and Knowledge Development and Dissemination.



Key Roles

A. Strategic Technical Support

- Support local government efforts in Kigoma to ensure that the response to GBV and harmful practices is aligned with national policies and strategies and implemented in an equitable and efficient manner.
- Provide technical input to the development of relevant advocacy and policy documents to ensure a comprehensive response to GBV and harmful practices in the context of broader gender inequality issues and the humanitarian-development-peace (HDP) nexus in Kigoma Region.
- Identify vulnerable groups among adolescent girls and women and support the design and implementation of targeted programmes that address their needs with a focus on GBV and harmful practices.
- Participate in the multisectoral coordination of GBV responses through the UN Humanitarian Protection Cluster and GBV Sub-Working Group, prioritizing the integration of gender equality, GBV and harmful practice into local development and humanitarian response plans and implementation.
- Establish and maintain a network of partners, including key local government authorities, civil society organizations and development partners and help organize and conduct meetings and public information events to promote UNFPA leadership and visibility of the organization's programme in Kigoma.
- Provide technical support in relation to GBV and harmful practices in the preparation of Regional Response Plans, appeals and other resource mobilization processes and documents.

B. Results-Based Management

- Provide overall strategic and technical guidance to ensure quality implementation, monitoring and supervision of interventions on GBV and harmful practices within the development and humanitarian contexts in Kigoma Region.
- Work closely with implementing partners to ensure the timely development and implementation of development and humanitarian work plans and identify and address any barriers to implementation.
- In close collaboration with the UNFPA Country Office Gender Advisor, national and regional humanitarian focal points, and the UNFPA Monitoring and Evaluation Officer, and in coordination with implementing partners, develop appropriate checklists/monitoring tools.
- Carry out regular visits to sites and health units, service delivery points and community centres to check priority needs and to ensure that partners are implementing high-quality programmes that respond to the GBV and harmful practice needs of the affected population.
- Monitor and prepare UNFPA GBV and harmful practices programmes/work plans, budgets for Kigoma based programmes and quarterly and annual progress reports on the implementation of activities; funds expended at the programme level; and agreements made with local partners for submission to the UNFPA Country Office Gender team and Senior Management.

C. Capacity Development

- Support the development/adaptation and implementation of GBV in Emergencies and GBV Essential Service Package programme guidance, manuals and standard operating procedures and information systems.



- Support capacity building and knowledge sharing to implementing partners on GBV and harmful practices programme policies and procedures, particularly in the areas of girls' and women's empowerment, community mobilization, referral and systems strengthening (health, mental health and psychosocial support (MHPSS) and justice and legal aid), and the prevention of sexual exploitation and assault (PSEA) for a comprehensive and multisectoral response in line with UNFPA's programme priorities and principles.
- Continuously guide implementing partners on UNFPA programming and operational policies and procedures and the implementation of assigned programmes/projects, including adherence to programme and financial quality assurance measures and quality and timely reporting. Participate in the identification and formulation of gender equality, GBV and harmful practices programme proposals and work plans and support the integration of these issues in to sectoral and regional policy and planning frameworks for increased and sustained support to women and girls' empowerment and engagement
- Provide substantial input to develop a comprehensive GBV and harmful practices programme including referral and reporting mechanisms, information sharing, coordination, and monitoring/evaluation.

D. Evidence and Knowledge Development and Dissemination

- Continuously analyse and interpret political, social and economic trends, progress, challenges and bottlenecks in the context of GBV and harmful practices as well as gender equality and women's empowerment and engagement more broadly.
- Contribute to regular UNFPA CO Situation Reports and Environmental Mappings.
- Help to strengthen and operationalize the evidence base on current and emerging GBV and harmful practices in the context of the humanitarian-development-peace nexus to inform national, subnational and sectoral policy development, planning and monitoring networks and coordination.
- Contribute to the creation and sharing of knowledge by synthesizing and documenting research findings, lessons learned, success stories, best practices, strategies and approaches of the Country Office on GBV and harmful practices, and prepare relevant materials for dissemination.
- Support the communication and resource mobilization strategies of the Country Office by compiling and synthesizing relevant background materials on GBV and harmful practices for use in discussions, public events and social media platforms.
- Strengthen partnerships and coalitions with the local government partners, humanitarian actors and other organizations working in the Kigoma Region and in Tanzania more generally by representing UNFPA in multi-partner coordination platforms, including humanitarian protection groups and GBV sub-working groups.

Carry out any other duties as may be required by UNFPA leadership.

Qualifications and Experience

Education

Advanced university degree in social sciences, sociology, anthropology, gender and development studies, community development, public health or other related social sciences.



Knowledge and Experience

- At least three years professional experience of working on gender equality, with a focus on GBV and harmful practices. Additional experience in the humanitarian programme context is highly desirable.
- Demonstrated experience in working on sexual and reproductive health and rights, disaster risk management and/or human rights will be a strong advantage.
- Experience and a thorough understanding of government systems (national, subnational) especially in the areas of GBV and harmful practices, gender equality, sexual and reproductive health and rights, planning and programming.

Languages

Fluency in Kiswahili and English.

Required Competencies

Values <ul style="list-style-type: none">• Exemplifying integrity• Demonstrating commitment to UNFPA and the UN system• Embracing cultural diversity• Embracing change	Functional Competencies <ul style="list-style-type: none">• Conceptual innovation in the provision of technical expertise• Leveraging the resources of national governments and partners/building strategic alliances and partnerships• Job knowledge/technical expertise• Advocacy and advancing the policy agenda
Core Competencies <ul style="list-style-type: none">• Achieving results• Being accountable• Developing and applying professional expertise/business acumen• Thinking analytically and strategically• Working in teams/self-management, interpersonal relationships• Communicating for impact	

Compensation and benefits

This position offers an attractive remuneration package including a competitive net salary commensurate with experience, health insurance and other benefits as applicable.

How to apply:

Applicants are kindly requested to apply through the online link below by **6th November 2020**

https://erecruit.partneragencies.org/psc/UNDPP1HRE/EMPLOYEE/HRMS/c/HRS_HRAM.HRS_CE.GBL?Page=HRS_CE_JOB_DTL&Action=A&JobOpeningId=33198&SiteId=1&PostingSeq=1

UNFPA has established an electronic management system. This allows applicants to create a candidate profile, which can be updated regularly and submitted for more than one vacancy. Download the step-step guide to applying to jobs in the E-Recruit System of UNFPA at: <https://www.unfpa.org/resources/step-step-guide-applying-jobs-unfpa>. Please print out the guide for your reference during the registration and application process.



Notice: There is no application, processing or other fee at any stage of the application process. UNFPA does not solicit or screen for information in respect of HIV or AIDS and does not discriminate on the basis of HIV/AIDS status.

Disclaimer

UNFPA does not charge any application, processing, training, interviewing, testing or other fees in connection with the application or recruitment process. Fraudulent notices, letters or offers may be submitted to the UNFPA fraud hotline <https://web2.unfpa.org/help/hotline.cfm>

In accordance with Staff Regulations and Rules of the United Nations, persons applying to posts in the international professional category, who hold permanent resident status in a country other than their country of nationality, may be required to renounce such status upon their appointment.