



Job title	Gender Based Violence (GBV) Advisor
Department	Operations
Job location	Action Against Hunger Canada
Direct supervisor	Sr. Project Manager
Location	Toronto, Canada
Type of position	Full Time – 9 Month Contract - Full Time – renewable up to 1 year based on funding – Start date January 1, 2018

Created in 1979, Action Against Hunger is a non-governmental organisation that aims to provide solutions to hunger. Our mission is to save lives by eliminating hunger through the prevention, detection and treatment of under-nutrition, particularly during and after emergency situations linked to conflicts or natural disasters. Action Against Hunger focuses on nutrition, health and healthcare practices; food security and livelihoods; water, sanitation and hygiene and advocacy.

About the role

Action Against Hunger Canada is looking for a highly motivated and committed Gender Based Violence (GBV) Advisor to provide technical leadership to a new Gender Based Violence and Nutrition project which aims to enhance the overall accountability of humanitarian health and nutrition organizations for mitigating and responding to gender based violence (GBV) within their programs. The ideal candidate will be a seasoned GBV advisor who brings with them both a strong set of technical and project management skills with the ability to work with teams and international stakeholders spread across the world. The ideal candidate will have:

- A strong understanding of GBV in humanitarian emergencies
- Previous experience mainstreaming GBV prevention, mitigation and response across various types of programs within an international organization
- Familiarity with the humanitarian sector and the coordination mechanisms that exist (Nutrition and Protection clusters).
- Familiarity with international guidelines for addressing GBV in the humanitarian sector and related global initiatives
- A strong ability to apply creative and out of the box thinking for new and engaging pilot programmes for addressing GBV within specialized sectors and complex circumstances
- The capacity to document, articulate and promote learning from projects
- Understanding of the ethical considerations for research with survivors of GBV and how to mainstream that across monitoring, learning and evaluation exercises
- Experience mainstreaming GVB prevent, mitigation and response across other organizational functions (ie. security, human resources).
- Excellent capacity for the design and delivery of trainings and workshops.

An objective of this initiative will be to improve the accountability of Action Against Hunger and our partners towards GBV and gender equality. This will be done through specific GBV mainstreaming initiatives designed to improve the capacity and performance of the targeted organizations. This initiative will also seek to improve that same accountability within specific international and national health and nutrition coordination

mechanisms. This will be done through three pilot technical nutrition/GBV mainstreaming in East Africa, West Africa and South Asia which will generate evidence and learning for the sector as a whole.

This position will focus on the following:

- Implementation of Action Against Hunger's Gender Minimum Standards
- Programmatic GBV Mainstreaming
- Representation and Communication
- Capacity Building
- Monitoring, Evaluation and Learning

Specific Tasks and Responsibilities:

Under the supervision of the Sr. Project Manager, the responsibilities of the GBV Advisor will be:

Implementation of Action Against Hunger's Gender Minimum Standards (GMS)

- Coordinate with the Gender Advisor for the provision of regular advice and guidance for country teams and headquarters for the implementation of the GMS.
- Ensure a robust monitoring system is in place for the implementation of the progress of the GMS and provide regular updates to the Action Against Hunger international network.
- Evaluate, document progress and provide recommendations for the adaptation of the GMS for Action Against Hunger and our partners.
- Conduct in-country validation exercises for the GMS qualification process.
- Contribute to the development of an advanced level of GMS in line with IASC GBV Guidelines. This will include the adaptation and/or creation of new GBV Risk Mitigation tools.

Programmatic GBV Mainstreaming

- Ensure the establishment of a strong technical design and monitoring framework for the three pilot projects within the overall project scope.
- Provide technical advisory support for field based Gender Equality and GBV Coordinators.
- Act as a network reference point for GBV and provide strategic advice/guidance to technical advisors.
- Coordinate the identification and promotion of best GBV Risk Mitigation programming practices for nutrition programming and fostering cross organizational learning with Global Nutrition Cluster and GBV Sub Cluster agencies, Ministries of Health and national partner organizations.
- Supervise, organize and/or support the implementation of Gender and/or GBV Analysis exercises at the field level; including adaptation of, and training on, ethical considerations for research with GBV survivors.

Representation and Communication

- Represent Action Against Hunger in relevant GBV coordination mechanisms and/or Nutrition coordination with direct links to the project.
- Provide content to communications teams for the production of communications materials, website and social media.
- Develop and/or strengthen existing communications guidelines so as to be in line with international standards for the safety and protection of survivors

Capacity Building

- Provide leadership and technical direction to the GBV learning needs analysis process across the organization and our partners.

- Coordinate with the Action Against Hunger Gender Unit a global capacity building plan for GBV Risk Mitigation and Gender Equality and ensure alignment against external global capacity building initiatives.
- Design of relevant GBV training materials and tools for use with ACF staff and partners
- Facilitation GBV focused learning and development (face to face training, webinars, mentoring and/or coaching of junior technical staff).

Monitoring, Evaluation and Learning

- Ensure the maintenance of a global gender monitoring system including, baseline data collection, interim.
- Ensure that a system of information management through the No Hunger Forum is maintained for the project and that all technical project documentation and resources are organized and accessible for Action Against Hunger staff.
- Document organizational GBV progress through the project. Produce learning and disseminate this learning in new and innovative ways across Action Against Hunger and externally.
- Contribute to donor reporting.
- Coordinate with GBV and Nutrition coordination mechanisms to align Action Against Hunger M & E processes with global initiatives, standards and agreements
- Develop organizational standards and/or policies to ensure data collection, and any related M & E, is in line with international standards and agreements for research with GBV survivors.

General

- Attend planning sessions, team meetings and annual performance reviews as required.
- Contribute to performance management processes for the project team including establishing of performance objectives, regular feedback and performance appraisals.
- Pro-active exchange and collaboration with Action Against Hunger Canada team members and the International Network.
- Ensure an on-going process of personal professional development and learning.
- Other duties as assigned.

Specific Work Conditions

- The position is based in Toronto, Canada
- Staff work a five-day, 35-hour work week.

Travel Requirements

- This position will provide support to all regions in which Action Against Hunger works. This position will require specific travel to Bangladesh, Mauritania and South Sudan for longer durations between 3-4 weeks.
- Travel to the USA and Europe will take place approximately 2 times per year.

Minimum Qualifications

- Master Degree in relevant discipline in a field related to social sciences, development, or gender studies and/or equivalent experience gained.
- Minimum of 5 years working with an international organization in a senior project management position.
- Minimum of 3 years working in a GBV advisory and/or GBV coordination function at the field level
- Demonstrated field/country level experience directly managing humanitarian/development programmes.

Essential Knowledge, Skills and Attitudes

- Demonstrated commitment to Gender Equality and GBV Risk Mitigation/Protection
- Demonstrated understanding of the complexity of gender and GBV issues across a variety of different cultural, socio economic, emergency and development contexts.
- Experience of working in an international humanitarian emergency contexts (field based).
- Ability to work in the French language is essential for this position
- Previous coordination experience at the field/international level with the Global Protection Cluster, Area of Responsibility on Gender Based Violence or a strong working knowledge on the activities of the cluster.
- Solid understanding and commitment to humanitarian principles.
- Demonstrated experience interfacing with humanitarian coordination mechanisms within the sector.
- Demonstrated project cycle management experience.
- Strong verbal and written communication skills including demonstration of cultural awareness, diplomacy and tact.
- Experience coordinating multiple stakeholders (Government, national and international organizations, and local women's organizations) within projects.
- Ability to work independently and under tight deadlines, and to multi-task.
- Positive attitude and strong analytical, interpersonal and coordination skills.
- Strong organisational and planning skills, results oriented
- Excellent knowledge of MS Office Applications.

Desirable Skills

- Spanish language skills.
- Advanced donor compliance knowledge

Application Instructions

If you are interested in this position, please send your resume and cover letter to rec@actioncontrelafaim.ca by Friday December 8th, 2017. In the subject line, please indicate “**GBV Advisor**”.

Please note that all applicants must be eligible to work in Canada.

To learn more about Action Against Hunger, visit our website at www.actionagainsthunger.ca