

Salary Band: 4	Gender and GBV Prevention Advisor
Reports to:	Programme Manager (AV) – PfP II
Duration:	Until 30 November 2024
Duty Station:	GIZ Lesotho, Maseru

PROJECT BACKGROUND

Southern Africa is estimated to have amongst the highest prevalence rates of GBV worldwide, in particular of domestic violence. In international comparison the societal acceptance of domestic violence against women is higher in Sub-Saharan Africa compared to other developing countries. Moreover, in Southern Africa women are more likely to justify the behaviour than men. However, African societies are dynamic and in transformation. The gender equality and GBV prevention sectors count with strong local change agents coming to the fore and giving a voice to urban youth and grassroots organisations.

Against this background, the German and selected Southern African Regional Governments, including Zambia, have agreed on a joint initiative: The **Partnerships for Prevention of Gender based Violence in Southern Africa (PfP-II)**. This is the follow-on module of the previous project (PfP-I), implemented in four countries - South Africa, Lesotho, Zambia and Zimbabwe from December 2017 until November 2021. In the new phase, the programme will build on the experiences and successes of the first programme phase. While PfP-I was focused on improving the coordination amongst relevant stakeholders to establish multi-sectoral networks for primary GBV prevention, the new phase will focus on implementation of innovative and context-specific flagships for primary GBV prevention to alter social norms and practices that instigate GBV.

The **overall objective** of the programme is to strengthen the joint implementation of evidence informed Gender Based Violence prevention flagships by regional, national and sub-national stakeholders across sectors in Southern African communities with three outputs; namely:

- **Output 1:** Developing evidence informed collaborative flagships for GBV prevention;
- **Output 2:** Strengthening stakeholders' individual and institutional capacities for the implementation of joint GBV prevention flagships;
- **Output 3:** Strengthening the regional exchange among stakeholders to promote the upscaling of good practices for GBV prevention.

A. RESPONSIBILITIES

The advisor will support the programme's efforts to implement Output 1 and 2 in Lesotho and will help to ensure that the implementation of the flagship measures support the delivery of Output 3 as well. In particular, the advisor will work on the flagship that seeks to engage religious and traditional leaders in Lesotho to prevent violence against women and girls and promote gender equality. The advisor will also work with other technical implementing partners on concepts, approaches and modalities for addressing primary GBV prevention.

To this end, the advisor is responsible for:

- Implementation of Outputs 1 and 2 in Lesotho. In particular establishing and supporting the necessary structures for the management and coordination of evidence informed GBV prevention flagships, as well as establishing measures for individual and institutional capacity strengthening for joint implementation of GBV prevention flagships.
- Providing implementing partners of the flagship measures with the necessary technical expertise and capacity development to undertake their tasks.
- Innovation, reporting and knowledge management related to the flagship measures.

The Advisor is also responsible for strengthening the capacities of the partners on the ground, especially in the field of stakeholder coordination and will lead the efforts to consolidate and hand over the results of PfP I and PfP II to partners in Lesotho. The Advisor supports the implementation of Output 3 in coordination with the Programme Manager and the Output 3 Lead based in Gaborone (Botswana). In addition, the position holder serves as regional focal person for the upscaling of interventions that address toxic masculinities and aim to engage boys and men in the GBV prevention work.

The technical advisor performs the following tasks:

B. TASKS

1. Advising the partner institution(s)

The Advisor

- Assists in the development and monitoring of (joint) project/ operational plans and activities
- Managing all operations and outputs for the flagships / interventions under his/her responsibility.
- Strategically supports project implementation, cultivates partnerships, and networks and participates in relevant external meetings on behalf of the project.
- Supports the development of a results-based monitoring system for the flagship and capacity strengthening measures, and advises partners on the continued application thereof
- Assesses capacity development needs of the implementing partners and deals with the design, preparation and implementation of workshops, trainings, and other capacity development measures

- Supports the partners in developing concepts for innovative, robust, and sustainable project ideas and tools for addressing GBV in Lesotho
- Develops and organises quality assurance measures and suggests necessary changes and improvements to the work of the implementing partners
- Serves as a first point-of-contact and advisor for the implementing partners of the flagship measure on addressing male engagement approaches and engagement of religious and traditional leaders
- Provides the necessary advisory services to all relevant partners

2. Networking and cooperation

The advisor

- Establishes and (co)chairs meetings, communication and working structure for the joint implementation and coordination of the project activities
- Facilitates cooperation, regular contact, and dialogue with and between implementing partners, as well as with other relevant governmental, non-government and private sector actors in the project environment
- Facilitates sharing of the results, experiences and learning from the flagship measure at national and regional exchange forums
- Quality assurance: Assist his/her superior in the review and quality assurance of technical outputs and products, including strategies, frameworks, training materials and reports.
- Strategic development as well as organizational advice to the project and other relevant partner institutions.

3. Knowledge management

The advisor

- Coordinate the monitoring, documentation, and reporting on (the GIZ contributions to) the project activities
- Uses results-based monitoring data to suggest necessary changes and improvements to the contributions of GIZ
- Feeds lessons learned and gained knowledge into the GIZ and partner network
- Prepares appropriate input for PR materials, fact sheets and various programme reports including annual reports, and contributes to the other reports required by the programme manager and GIZ Head Office
- Researches and informs partners and GIZ project staff of new developments in the field of GBV prevention and other policies relevant to the projects implementation landscape.

4. Coordination/ administration tasks

- Assists with general project planning for the Lesotho component as well as the regional programme
- Coordinates relevant project activities at local and – where relevant – regional level in consultation with the Programme Manager, output leads and other regional technical advisors and in cooperation with the partners
- Ensures synergies with other programme activities and compiles the relevant information for joint activities and assignments.

C. Required qualifications, competences, and experience

▪ Qualifications

- University degree, in social science subjects preferably with gender studies background or Equivalent level in Development Studies, Gender Studies or another relevant field. Master's Degree will be an important added advantage
- Additional qualifications in gender-based violence and/or project management is an added advantage

Professional experience

- At least 7 years' relevant professional experience in the sector of gender equality, social inclusion, GBV and safeguarding particularly working with women and girls among other vulnerable groups
- Proven ability to design, lead and organize processes, particularly in the context of gender-based violence prevention measures
- Proven experience with approaches for mainstreaming gender equality and prevention of gender-based violence
- Good knowledge and understanding of the principles of gender equality, gender transformative approaches, intersectionality, do no harm and leave no one behind
- Practical experience in gender in the agricultural sector is an added advantage
- Track record on the successful establishment of partnerships and networks, including with donor agencies, government institutions, civil society and/or private sector companies
- Proven experience with project management, including managing contracts
- Experience with developing and facilitating trainings and workshops
- Experience in (net)working with government line agencies and other national/international development stakeholders is an asset

Other knowledge, additional competences

- Ability to develop rapport with different actors, motivate, inspire trust and manage conflicts
- Outstanding strategic and conceptual skills, applying innovation and out-of-the box thinking to achieve results and solve problems
- Ability to work independently as well as in team
- Hardworking, reliable, pro-active and results-oriented work ethic
- Willingness to learn and to receive and give feedback and advise
- Fluent in Sesotho and excellent command of spoken and written English
- Proficiency in the application of the MS Office Package (Word, PowerPoint and Excel)
- Valid driver's license is an added advantage

D. ADDITIONAL INFORMATION

- The position will be based at the **GIZ PfP Offices in Maseru, Lesotho**
- The contract period for this position is until 30 November 2024 with the possibility for extension.

- At GIZ, you will be offered global network and an atmosphere that is characterised by diversity, respect and genuine equal opportunities. Gender equality promotion is a matter of course for us.
- GIZ is a signatory of the Diversity Charter. Recognition, appreciation and inclusion of diversity in the company are important to us. All employees shall be valued - regardless of gender and gender identity, nationality, ethnic origin, religion or belief, disability, social background, age or sexual orientation.
- GIZ would like to increase the proportion of employees with disability. Applications from persons with disabilities are most welcome.

E. APPLICATION PROCESS

Suitable candidates should apply by submitting:

- A motivation letter (**max. 1 page**) stating why they should be the preferred candidate, the value added they will bring to the project and their **desired salary range**.
- This should be accompanied by a **detailed CV and indicating their nationality**. **Applications should be submitted** to: recruit-pretoria@giz.de, with the email subject line "Application for **Gender and GBV Prevention Advisor**" for the attention of Head of Human Resource.

Closing date for applications: **25th July 2023**.

Only shortlisted candidates will be contacted.

Applications without a motivation letter will not be considered!