

Salary Band 4T	Senior Technical Advisor Prevention of Gender-Based Violence in South Africa
Reports to:	Programme Manager (AV)
Duration:	Until 30/11/2024

PROJECT BACKGROUND

Southern Africa is estimated to have amongst the highest prevalence rates of GBV worldwide, in particular of intimate partner violence. In South Africa 40% of women have experienced sexual and/or physical intimate partner violence in their lifetime. In addition, data shows that 28% to 37% of adult men report having raped a woman. Generally, gender-based violence (GBV) tends to be highly underreported, and the actual figures are likely to be even higher. 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 South Africa, 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 position holder will be responsible for:

- **The implementation of Output 1 and 2 in South Africa.** In particular, the applicant will manage the implementation of innovative flagship projects for the prevention of GBV in South Africa. This also includes the follow-up phase of the “Step it Up Media Flagship” with a strong focus on regional upscaling.
- **Act as liaison officer with the programme’s political partner in South Africa:** the Department of Women, Youth and Persons with Disability and provide technical and strategic advise in the framework of the National Strategic Plan on Gender Based Violence and Femicide (NSP GBV-F).
- **Lead the implementation of output 2 of the project in all project countries,** in particular be responsible for the achievement of its indicators, namely:

Indicator 2.1: 14 tools for the joint implementation of GBV prevention flagships, including 1 tool to mainstream the prevention of GBV in an atypical sector, have been developed by stakeholders at national and sub-national level;

Indicator 2.2: 45 of 60 stakeholders confirmed that their individual capacities for the joint implementation of GBV prevention flagships have improved.

In this context, the position holder fulfils the following tasks:

B. TASKS

1. Core scope of tasks:

1.1 Implementation of Outputs 1 and 2.

- Advises on the planning and oversight of the implementation of all interventions related to the project’s outputs in South Africa
- Managing all operations and outputs for the flagships under his/her responsibility.
- Strategically supports project implementation, cultivates partnerships and networks and participates in relevant external meetings on behalf of the project.
- Drafting annual operational plans and in cooperation with his/her superior identify new flagships and partnerships.
- Conceptualizes and oversees implementation of capacity strengthening measures, both individual and institutional in collaboration with the partners in accordance to Output 2 of the project.
- Support partners in the co-design of project activities, bringing in relevant thematic and technical expertise.
- Technical lead on all aspects of Media and Cyber bullying Flagships and focal person for upscaling flagship in the SADC region.

- Identify and co-develop tools for coordination of flagship projects in collaboration with the implementing partners and in cooperation with his/her superior.
- Manage advisory work by consultants including preparation of procurement documents (e.g., ToRs); conduct the procurement process, provide technical oversight of implementation and quality assurance of deliverables.
- Public Relations: overseeing and managing all public relation needs including leveraging already existing media and other contacts. This includes initiating content, creating relevant materials, articles and overseeing distribution to partners and media fraternity.
- Event Management: managing all events linked to project. This includes conceptualizing event, coordinating all logistics, promoting participation and content appraisal.
- Support the administrative management of all contracts linked to project, including ToRs, selection of relevant supplier and budget management.
- Drafting annual operational plans and conceptualizing new flagship projects.
- Liaison with partners and stakeholders with a focus on upscaling best practices.
- In cooperation with his/her superior identify new flagships and partnerships.
- Creating synergy between the project and other development partners and GIZ projects
- Contributing to the achievement of the project indicators, as well as monitoring and evaluating project outcomes and goals.
- Independently plan and implement consultations, meetings, workshops with various stakeholders, as well as ensure knowledge management of proceedings.
- 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.

1.1. Policy advise and coordination

- Act as liaison officer with the programme's political partner in South Africa.
- In close cooperation with superior/Programme Manager, provide advice on strategic relations with the project's political partner in South Africa.
- Keep an overview and advise the programme on policy developments in South Africa, including significant developments on key thematic topics of relevance to the programme.

2. Other duties/additional tasks:

- Monitor, clearly document and evaluate implemented interventions of the programme's cooperation on an ongoing basis and provide inputs to annual / periodical reports to clients
- Utilize results-based monitoring resources to strategically adapt to challenges that arise;
- Feed lessons learned and gained knowledge into the GIZ and partner network (internal GIZ knowledge management).

C. REQUIRED QUALIFICATIONS, COMPETENCES AND EXPERIENCE

1. Qualifications:

- University degree (post-graduate would be advantageous) in an area that is related to the programme objectives – e.g. Gender Studies, Media and Communications, Political and/or Social Science.

2. Professional Experience

- 10 years or more of relevant work experience in gender-based violence, particularly in primary prevention and project management related work; advisory or consulting services.
- Specialist knowledge regarding gender transformative approaches, gender equality, prevention of gender-based violence and intersectionality.
- In-depth knowledge on National Strategic Plan on Gender-based Violence and Femicide and its implementation in South Africa, as well as links to the regional and international agenda on addressing violence against women and girls.
- Sound knowledge of the South African partners landscape in relation to gender equality, violence prevention and gender-based violence. Demonstrated ability to network within the academic and development community.
- Knowledge of the SADC regional context, especially other the project's implementing countries: Lesotho, Zambia, Zimbabwe and Namibia is an asset. Previous regional experience in the field of GBV in the region is an added advantage.
- Experience in preparing and conducting stakeholder engagement sessions of diverse nature. Expertise in setting-up, promoting and advising multi-stakeholder partnerships (MSPs) is an asset.

- Impartiality, neutrality, ability to maintain positive relationships with partners in a professional manner in the field of GBV in SA.
- Experience in working with local, provincial or national government in South Africa as well as proven network in South Africa in the area of gender and gender-based violence.
- Strong track record of technical leadership, and proven ability to produce demonstrable results.
- Experience in managing, advising and supporting comprehensive GBV prevention interventions is essential.
- Demonstrated expertise in policy dialogue and high-level advocacy is desirable.
- Results oriented with focus on deliverables – keeps track of progress, foresees potential deviations and in a solution-oriented approach, proposes and discuss with his or her superior amendments, when necessary.
- Good understanding and work experience in international/regional gender equality policy and SADC processes.
- Demonstrated experience of working in a multicultural team environment. Experience in Technical Development Cooperation or in an international organization is an asset.

3. Other Knowledge, Additional Competences

- Willingness to support the implementation of technical projects with minimal management supervision.
- Excellent analytical, strategic and conceptual skills.
- Pro-active and engaging.
- Excellent interpersonal, intercultural and communication skills.
- Ability to perform in pressure situation.
- Passionate for the topic of prevention of GBV.
- Track record in establishing and promoting stakeholder networks across government, civil society and the private sector.
- Proficiency in the application of the MS Office Package (Word, Power Point and Excel).
- Valid driver's license is an asset.

D. ADDITIONAL INFORMATION

- The position will be based in South Africa with regular intense travel in the SADC region.
- The contract period for this position is until 30 November 2024

E. APPLICATION PROCESS

Suitable candidates should apply for this position by submitting:

- A **motivation letter (concisely 1 page)** stating why they should be the preferred candidate and the value they will bring to the work of PfP project/programme
- A **detailed CV indicating their nationality**

Applications should be submitted to: recruit-pretoria@giz.de with subject line “**Application for Senior Technical Advisor - PfP II**” for the attention of the Head of Human Resources.

Closing date for applications: **10th March 2023.**

Only shortlisted candidates will be contacted.

Applications without a motivation letter will not be considered!