

<b>Salary Band 4</b>	<b>Advisor: Partnerships for Prevention of Gender-based Violence in Southern Africa – South Africa</b>
Reports to:	<b>Programme Manager (AV)</b>
Duration	<b>Until 30/11/2024</b>

## PROGRAMME 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 advisor will contribute to the programme's efforts to implement Output 1 and 2 in South Africa, while seeking to support the delivery of Output 3 as well. To this end, the advisor is responsible for:

- Providing implementing partners of flagship measure with the necessary technical expertise and capacity development to undertake their tasks;
- Establishing and supporting the necessary structures for the management and coordination of the flagship measures;
- Managing the GIZ contribution to all programme interventions;
- Monitoring and knowledge management related to all project outputs as implemented in South Africa.
- Identifying and strengthening of partners' capacities with emphasis on capacities related to stakeholder coordination and joint implementation of GBV prevention measures.

In addition, the position holder serves as focal person on school-based GBV prevention interventions for all partner countries in order support the upscaling and adaptation of respective flagships.

The professional advisor performs the following tasks:

## **B. TASKS**

### **1. Advising the partner institution(s)**

The advisor

- Serves as a first point-of-contact and advisor for the implementing partners of the programme interventions measures under their responsibility;
- Assists in the development and monitoring of (joint) programme/ operational plans and activities;
- Supports the development of a results-based monitoring system, 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;
- Develops and organises quality assurance measures and suggests necessary changes and improvements to the work of the implementing partners;

- Provides the necessary advisory services to all relevant partners;
- Works closely with the Output leads and supports the implementation of the regional social innovation laboratory;

## **2. Networking and cooperation**

The advisor

- Establishes and (co)chairs meetings, communication and working structure for the joint implementation and coordination of programme measures and the social innovation laboratory;
- 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 programme environment;
- Facilitates sharing of the results, experiences and learning from the flagship and other programme interventions at national and regional exchange forums
- Liaise directly and closely with the programme's political partner regarding all matters of the implementation of flagships and other programme interventions.

## **3. Knowledge management**

The advisor:

- Contributes to the monitoring, documentation and reporting on (the GIZ contributions to) programme interventions;
- Uses results-based monitoring data to suggest necessary changes and improvements to the contributions of GIZ to the flagship measure;
- Feeds lessons learned and gained knowledge into the GIZ and partner network;
- Prepares information lessons learnt as well as good practices to be used GIZ internally as well as externally and various programme reports including annual reports, and contributes to the other reports required by the programme manager and GIZ Head Office.

## **4. Coordination/ administration tasks**

The Advisor

- Works closely with, and reports to, the Programme Manager for the day-to-day planning and execution of their tasks;
- Assists with general project and operational planning for the regional programme;

- Assists with document preparation for and the management of contracts (financing arrangements, workshops/events and services) between GIZ and implementing partners of the flagship measure;
- Coordinates relevant programme activities at local and – where relevant – regional level in consultation with the Programme Manager and in cooperation with the partners;
- Identifies and harnesses synergies with other programme activities, including other partner countries and compiles the relevant information for joint activities and assignments;
- Assists with liaison and the coordination of activities, workshops, training and meetings including follow-ups with stakeholders;
- Supports the preparation of project documents, e.g. project proposals, Terms of Reference incl. budgets, work plans and reports;
- Drafts terms of reference and monitors and reports on progress of assignments of the respective contracts and consultants;
- Assists with public relations work for the project/programme incl. the preparation of communication material, factsheets, as well as Power-Point presentations and sharing in the relevant (online) platforms.

### **C. TASKS**

The Advisor is expected to fulfil the following general obligations:

- Be familiar with GIZ management tools, planning, implementation and reporting procedures and their changes;
- Be familiar with other programme components and PfP-assisted measures, concepts and status of implementation and knows as well as establishes good working relations with the corresponding experts and staff;
- Represent the interest of the GIZ and PfP with integrity and professionalism;
- Support tasks in the interest of both PfP as well as GIZ in general;
- Form part of the PfP team and perform other duties and tasks in the interest of the programme, on the request of its management;
- Be knowledgeable on overall GIZ principles and values.

### **D. REQUIRED QUALIFICATIONS, COMPETENCES AND EXPERIENCE**

#### **Qualifications:**

- University degree (post-graduate would be advantageous) in an area that is related to the programme objectives e.g Social Science, Political Science, Public Administration, Human Rights and Gender Studies

- Sound knowledge on the nexus of GBV and sexual and reproductive health and rights as well as GBV and issues specific to the LGBTIQ+ community;
- Good understanding of the concept of intersectionality, esp. in relation to gender in the South African context;
- Proficiency in English, knowledge of another official South African languages is an asset;

#### **Professional Experience and Skills:**

- Minimum 4 years of experience working as staff member in development cooperation projects;
- Minimum 3 years of experience on primary GBV prevention;
- Minimum 2 years of experience in writing project proposals and terms of reference for external consultants;
- Minimum 2 years of experience in managing multi-stakeholder partnerships in the space of gender equality and/or GBV prevention
- Minimum 2 years supporting programme management;
- Experience in project work with learners starting grade 6 as primary target group on sensitive topics, esp. violence prevention.
- Proven practical experience in designing and implementing gender-transformative approaches and activities;
- Understanding of and network with key government and civil society stakeholders in the field of gender equality and GBV prevention;
- Prior experience working with international development cooperation partners is a strong asset;
- Prior experience working with the public sector advantageous;
- Sound knowledge on National and Global policies and strategies on GBV prevention; including prevention of violence against children;
- Familiar with human rights issues and gender issues in region of the Southern African Development Community (SADC).

#### **Other Knowledge, Additional Competences:**

- Exemplary interpersonal, communication and conflict-resolution skills;
- Strong analytical, strategic, conceptual and advisory skills;
- Demonstrated ability to work and produce high quality products;
- Very good networking and presentation skills with the ability to adapt style and language to the respective target audience.
- Intercultural skills and ability to work in a multicultural environment;

- Proficiency in the application of the MS Office Package (Outlook, Word, Power Point and Excel);
- Disciplined and punctual; adhering to deadlines;
- Exemplary planning and time management skills;
- Valid driver's license.

#### **E. ADDITIONAL INFORMATION**

- This position is based in **Pretoria (Hatfield), South Africa**.
- The contract period for this position is until 30 November 2024.

#### **F. 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](mailto:recruit-pretoria@giz.de) with subject line **“Application for Technical Advisor - PfP II”** for the attention of the Head of Human Resources.

Closing date for applications: **10<sup>th</sup> March 2023**.

**Only shortlisted candidates will be contacted.**

**Applications without a motivation letter will not be considered!**