

VACANCY ANNOUNCEMENT: Technical Advisor – GBV Prevention

Project Description

Gender-Based Violence (GBV) is one of the most severe and widespread human rights violations, which deprives specifically women and girls of realizing their human rights, enjoying fundamental freedoms and their opportunity to seize their full potential. Further, the health, social and economic consequences of GBV negatively impact children, men, communities, and societies as a whole. Hence, GBV is an obstacle to economic, political, and social development and poverty reduction goals. Consequently, GBV prevention is at the heart of the Sustainable Development Goals (SDGs), enshrined in SDG 5 on “Achieve gender equality and empower all women and girls” and the specific target 5.2 “Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation”. Goal 16 of the SDGs further calls for the promotion of peaceful and inclusive societies for sustainable development.

The Southern Africa Development Community (SADC) identifies GBV as a critical area of concern and recognizes the prevention and reduction of GBV as a catalyst for attaining an environment conducive for serene peace and security. The Revised SADC Protocol on Gender and Development identifies several approaches to addressing this epidemic and it calls for Member States to:

- enact and enforce legislation prohibiting all forms of gender-based violence.
- develop strategies to prevent and eliminate all harmful social and cultural practices, such as child marriage, forced marriage, teenage pregnancies, slavery, and female genital mutilation.
- take measures including legislation, where appropriate, to discourage traditional norms, including social, economic, cultural, and political practices which legitimize and exacerbate the persistence and tolerance of gender-based violence with a view to eliminate them.
- introduce and support gender sensitization and public awareness programmes aimed at changing behaviour and eradicating gender-based violence, in all sectors of society.

The SADC Regional Strategy and Framework of Action for Addressing Gender Based Violence 2018 – 2030 has been developed to guide the SADC Member States to effectively and efficiently implement the SADC Gender Protocol. The Strategy places greater emphasis on the prevention of GBV as a priority in the Region and has a specific objective to ***promote prevention and early identification of GBV by addressing associated social, cultural and/or traditional, religious, political, and economic factors.***

Furthermore, the Government Negotiations between SADC and Germany on 11 June 2021 endorsed the **German Federal Ministry for Economic Cooperation and Development (BMZ)** support to the Prevention of Gender Based Violence in Southern African region as part of other instruments of German Development Cooperation that complement the bilateral commitments.

The Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH - ‘Partnerships for Prevention of Gender based Violence in Southern Africa (PfP-II) programme’ has been commissioned by the German Government (BMZ) and implemented in five countries (Lesotho, South Africa, Namibia, Zambia and Zimbabwe) from December 2021 to November 2025. At regional level the programme cooperates with the SADC Secretariat Gender Unit.

The PfP project pursues the objective of supporting joint implementation of initiatives aimed at primary Gender Based Violence prevention by regional, national, and sub-national stakeholders across sectors in Southern African communities. It focuses primarily on women and girls, especially those facing multiple discrimination, guided by an intersectional approach. Anchored in the “whole of society approach”, men and boys are also addressed by creating spaces to discuss masculinities and engaging them as allies.

The project pursues three main outputs:

1. The development of evidence-informed collaborative flagships for GBV prevention (Output 1)
2. The strengthening of stakeholders’ individual and institutional capacities for the implementation of joint GBV prevention flagships (Output 2)
3. The strengthening of regional exchange among stakeholders to promote the upscaling of good practices for GBV prevention (Output 3)
4. Improving the availability of high-quality data and evidence on GBV

It is against this background that the PfP project is supporting the SADC Secretariat Gender Unit in the implementation of the SADC Strategy for Addressing GBV. This is in line with the core mandate of the Gender Unit to lead and coordinating the implementation of the SADC Regional Strategy and Framework of Action for Addressing Gender Based Violence 2018 – 2030. This also includes convening and facilitating regional coordination and exchange formats based on the Regional Strategy for Addressing GBV. This support includes the strengthening of Community of Practice (CoP) bringing together GBV-prevention practitioners from across the SADC region as well as setting-up an online platform to foster stronger regional connections for exchange, learning and networking.

In this regard GIZ, through the PfP project, intends to strengthen the capacities of the SADC Secretariat Gender Unit through the placement of a technical advisor to support effective strategic coordination of joint efforts on GBV prevention in the regional.

Furthermore, PfP and the Ford Foundation through its Gender, Race and Ethnic Justice (GREJ) programming on GBV, have agreed on a joint collaboration to strengthen GBV prevention work at regional level by providing support to SADC on the implementation of the regional strategy for addressing GBV.

Both GIZ-PfP and the Ford Foundation recognize that a critical starting point is to facilitate strategic partnerships between government, civil society organizations, women's rights organizations, other donors, and the private sector. This is because multisectoral collaboration and partnerships have been evidenced to be successful to transform deeply patriarchal attitudes in all spheres of society.

For this purpose, GIZ invites suitably qualified, experienced, innovative individuals to apply for the position:

1. TECHNICAL ADVISOR – Gender Based Violence Prevention

Job Title : Technical Advisor

Job Category : Professional, Band 4 (NP position)

Location : Gaborone, Botswana

Project : GIZ “partnerships for Prevention of Gender Based Violence in Southern Africa (PfP)” programme

Contract Duration : immediately until 30.11.2025

A. RESPONSIBILITIES

The Technical Advisor will work directly with the SADC Secretariat Gender Unit and be responsible for supporting the implementation of the Regional SADC Strategy and Framework of Action for Addressing Gender Based Violence with the focus on prevention. This area of responsibility forms part of the regional component of the PfP-II programme (Output 3): *Strengthening of regional exchange among stakeholders to promote the upscaling of good practices for GBV prevention.*

In fulfilling these responsibilities, the Technical Advisor will be required to carry out the following tasks in supporting the implementation of the Regional GBV Strategy for Addressing GBV:

Work-Package 1: Support GBV capacity building interventions at regional and national level

- Support capacity building interventions of member states and partners to strengthen GBV prevention work at regional level.
- Support implementation of the community of practice on GBV and awareness-raising initiatives.
- Support piloting of innovative GBV prevention initiatives, if determined by SADC Secretariat.

Work-Package 2: Enhance Civil Society participation in GBV prevention at regional level

- Strengthen the representation of CSO, in particular feminist groups in relevant regional platforms to address GBV.
- Facilitate engagements with civil society organizations and networks to collaboratively identify and realise innovative solutions for GBV prevention within the region.
- Support engagements with other key stakeholders that have a role in the prevention of GBV (private sector, men & boys, community leaders, etc).

Work-Package 3: Support Monitoring and Coordinating the implementation of the Regional GBV Strategy

- Support regional actions to track and monitor the SADC Strategy for Addressing GBV (i.e. annual GBV data, tracking through the scorecard).
- Support the mid-term review of the SADC Strategy for Addressing GBV.

- Facilitate documentation and publication of good practices and lessons on GBV prevention and response at regional level.

B. REQUIREMENTS:

Qualification

- Master's Degree related to the project/programme objectives – e.g. social sciences, human rights, gender studies, development studies, or other related or other relevant qualification fitting the assignment requirements .
- Background knowledge on GBV and Violence against Women and girls as an asset
- Background in Project Management.

Professional experience and skills

- At least 5-years' experience in the Gender Based Violence (GBV) and the Prevention of Violence against Women and girls Sector.
- Prior experience working with the public and civil society sector is an added advantage.
- At least 3 - 5 years of experience working on diverse projects in an integrated way.
- Some monitoring and evaluation experience.
- Understanding of government and civil society activities in the field of GBV prevention.
- Be familiar with regional and Global policies and strategies on GBV.
- Familiar with human rights issues and gender issues in the African continent.

Other knowledge, additional competences

- Demonstrated ability to work and produce - sometimes under high pressure - high quality outputs with minimal supervision.
- Very good knowledge of computer applications (e.g. Microsoft Office, MS Teams, Project Planning Tools).
- Good report writing skills.
- English proficiency is required (written and oral). Knowledge of French and/or Portuguese will be an added advantage.
- Willingness to upskill as required by the tasks to be performed – corresponding measures are agreed with management.
- Excellent communication and collaboration skills.

- Analytical and multitasking skills.
- Interpersonal, Intercultural skills and ability to work in a multicultural environment.
- Valid driver's license

Applicants who apply should enclose motivation letter, current CV, certified copies of certificates, ID/Omang, and two traceable references.

Applications should be addressed to: The Head of HR
P / Bag X12, Village
Gaborone

E-mail address: hr-botswana@giz.de

OR

Hand delivered to 2nd Floor Motswere Building, Plot 54359, Prime Plaza II, New CBD,
Gaborone

Closing date for application is 08.08.2024.

GIZ Botswana is an equal opportunity employer, therefore it encourages applications from all qualified and eligible candidates regardless of their gender, religion/beliefs, origin, disability and/or any other minority group. We are committed to creating an inclusive working environment for all employees.