|  |  |
| --- | --- |
| **TITLE:** Gender Equality Advisor | |
| **TEAM/PROGRAMME:**  European Refugee Response | **LOCATION:**  Greece (with travel throughout Balkans) |
| **GRADE**: TBC | **CONTRACT LENGTH:**  1 month (not necessarily in a continuous 4 weeks) |
| **CHILD SAFEGUARDING:**  Level 3:  the role holder will have contact with children and/or young people *either* frequently (e.g. once a week or more) or intensively (e.g. four days in one month or more or overnight) because they work in country programs; or are visiting country programs; ore because they are responsible for implementing the police checking/vetting process staff. | |
| **ROLE PURPOSE:**  The Gender Equality Advisor will provide technical guidance and oversight to the humanitarian response, and ensure that the response incorporates Save the Children Gender Equality programming principles, and that interventions apply minimum standards for gender equality. | |
| **SCOPE OF ROLE:**  **Reports to:** Regional Response Team Leader | |
| **KEY AREAS OF ACCOUNTABILITY:**  **Monitoring and Evaluation (M&E):**   * Ensure the humanitarian response incorporates Save the Children gender principles as well as minimum standards on gender in humanitarian response (IASC Gender in Humanitarian Action, IASC Guidelines for Gender-based Violence, etc). * Provide technical guidance, mentoring and support to the Mobile Response Team and the Country Response teams to mainstream gender equality in the regional response strategy. * Provide technical support to country response teams and partners to incorporate gender sensitive approaches in all country plans, and support the design of gender transformative interventions where relevant * Provide relevant capacity strengthening on gender equality principles and tools to response staff and partners * Support the collection and analysis of relevant gender data, and ensure gender is integrated in all MEAL plans. * Actively participate in regional and other international networks related to gender equality issues, and coordinate with other actors as relevant * Support Advocacy efforts related to the humanitarian response | |
| **SKILLS AND BEHAVIOURS (our Values in Practice)**  **Accountability:**   * Holds self accountable for making decisions, managing resources efficiently, achieving and role modelling Save the Children values * Holds the team and partners accountable to deliver on their responsibilities - giving them the freedom to deliver in the best way they see fit, providing the necessary development to improve performance and applying appropriate consequences when results are not achieved * Creates a managerial environment  to lead, enable and maintain our culture of child safeguarding   **Ambition:**   * Sets ambitious and challenging goals for themselves and their team, takes responsibility for their own personal development and encourages their team to do the same * Future orientated, thinks strategically and on a global scale   **Collaboration:**   * Approachable, good listener, easy to talk to; builds and maintains effective relationships with colleagues, Members and external partners and supporters * Works collaboratively to achieve shared goals and thrives on diversity of people and perspectives; knows when to lead and when to follow and how to ensure effective cross-boundary working. * Communicates clearly and confidently with others to engage and influence; promotes dialogue and ensures timely and appropriate messages, building confidence and trust. * Invests time and energy to actively develop self and others to help realise their full potential, and to build the organisation’s capability for the future.   **Creativity:**   * Applies the required technical and professional expertise to the highest standards; promotes and shares best practice within and outside the organization. * Develops and implements innovative solutions to adapt and succeed in ever-changing and uncertain global and working environments. * Takes effective, considered and timely decisions by gathering and evaluating relevant information from within or outside the organization.   **Integrity:**   * Honest, encourages openness and transparency, builds trust and confidence * Displays consistent excellent judgement | |
| **QUALIFICATIONS AND EXPERIENCE**  **Essential:**   * Demonstrated experience in designing, implementing and evaluating gender programming in complex humanitarian responses * Solid knowledge of gender minimum standards and their application in humanitarian responses * Demonstrated experience in strengthening the capacity of staff and partners on technical issues in an emergency response * Ability to analyse information, evaluate options and to think and plan strategically * Team player who is able to work collaboratively and with people of diverse backgrounds * Politically and culturally sensitive with qualities of patience, tact and diplomacy * A high level of written and spoken English * Commitment to the aims and principles of Save the Children including willingness to abide and enforce the Child Safeguarding Policy. In particular, a good understanding of the mandate and child focus and an ability to ensure this continues to underpin our support. * Willingness to travel extensively within the Balkan region.   **Desirable**   * Experience or knowledge of working in relevant regions/contexts | |
| **Date of issue:** March 2016 **Author : Christina Papatheodorou** | |