

TITLE: Gender Equality & Empowerment Advisor
PARTNER (S): Women's Economic Linkages and Employment Development (WE LEAD)
LOCATION OF ASSIGNMENT: JORDAN , Amman
CONTRACT DURATION: Flexible duration (12 months)
<p>DESCRIPTION:</p> <p>World University Service of Canada (WUSC) is a leading Canadian international development organization that works with and through its southern partners to promote sustainable development. Founded in 1957 and currently working in 22 countries worldwide with an annual budget of approximately \$45 million dollars. We work with a unique and powerful network of post-secondary institutions, private-sector partners and volunteers to provide education, employment and engagement opportunities that improve the lives of millions of disadvantaged youth around the world. Our internationally recognized programs target youth, women, and other marginalized populations, focusing on three thematic areas of education, employment, and engagement.</p> <p>WUSC and its consortium partner the Canadian Leaders in International Consulting (CLIC) are implementing the Women's Economic Linkages and Employment Development (WE LEAD) project in Jordan. WE LEAD, a project funded by Global Affairs Canada, aims to increase women's empowerment for sustainable economic growth; this will be achieved through activities focusing on women's employment by businesses and the reduction of gender-specific barriers to women entering into and remaining in the workforce. The WE LEAD project is being implemented over a period of four years, from March 7, 2017 to March 31, 2021 in three locations (East Amman, Irbid and Salt) in Jordan.</p> <p>The Gender Equality and Empowerment Advisor will play a crucial role in refining and implementing WE LEAD Gender Equality (GE) Strategy. The Gender Equality and Empowerment Advisor will be a core member of the WE LEAD Project Team, working as a technical resource for integrating gender equality into the project. The Gender Equality and Empowerment (GEE) Advisor will develop tools, resources and conduct training and coaching to the project staff, partners and volunteers to enable them to contribute to the project's gender equality and empowerment goals.</p>
<p>RESPONSIBILITIES:</p> <ul style="list-style-type: none"> • Provide GEE advice and coaching to the WE LEAD project team and Implementing partners; • Design and deliver realistic and pragmatic gender strategies and programming interventions that will lead to positive gender equality outcomes; • Support WE LEAD project staff and implementing partners in the revision, development and implementation of project-specific GEE strategies, plans and activities; • Assist project staff and partners' staff in integrating GEE into project planning and management approaches (including results based management tools) and propose strategies to increase project impact on GEE; • In coordination with the Gender Officer, assess the project implementing partner capacity building needs, prepare the capacity building plan and the required material to deliver the training according to WE LEAD gender strategy.

- Review and provide technical feedback on results and project reports in order to ensure quality and full compliance with gender policy and progress towards achieving integration of gender equality in the project;
- Identify strengths and weaknesses in existing GE practices, leading the development of improved systems, processes, and tools for improving project results in GEE;
- Identify successful practices in the project that can be good case studies to highlight in communication material;
- Facilitate the use of GEE data to promote evidence-based learning, reflection and decision making within the project;
- In consultation with WUSC Gender Equality & Empowerment Advisor based in Ottawa and WE LEAD team, create GEE resources and tools (i.e. tip sheets) that to assist staff in effectively prioritizing and integrating GE in their work;
- Participate in GEE-related working groups and maintain close working relationships with counterparts in other relevant international NGOs in Jordan;
- Participate in WUSC's communications work by providing data, information and other material for use with WUSC's Canadian and international programming;
- Undertake any other tasks assigned by the Country Director.

QUALIFICATIONS:

- BA or MA/MSc or equivalent in International Development or a related field with coursework in Gender Equality in International Development preferred;
- A minimum of 2 years of active GEE work or volunteer experience in development programming required; ideal candidate will have both theoretical and practical background in GEE and skilled in GEE analysis and methodologies;
- Experience working in or volunteering in the Middle East;
- Some technical experience in WE LEAD's areas of activities: inclusive education, women's economic empowerment, vocational training, private sector, community awareness;
- Knowledge of accountability, protection, women and children's rights frameworks and best practices;
- Proven experience in gender sensitive communications development, with gender based violence (GBV) and sexual harassment.
- Will be consider as assets:
- Strong analytical and research skills;
- Proven ability to work productively with a variety of stakeholders to run participatory processes and meet tight deadlines with an emphasis on producing quality products;
- Excellent capacity building skills, with demonstrated experience in effective training, coaching and facilitation.

VOLUNTEER BENEFITS AND SUPPORT:

- Support and guidance prior to departure and while on assignment in country.
- Participation in a pre-departure training where you will have the opportunity to learn about the program, gain practical skills for living and working in an intercultural context and meet other volunteers. Travel, meals and accommodation are covered.
- In-country orientation and briefing upon arrival in country.
- Language training in country where required.
- Return flights, visas and work permits.
- Cost of required country specific vaccinations and antimalarials.
- Health insurance.
- Modest monthly living allowance while overseas.
- Accommodation while overseas.

- Vacation leave entitlement.
- Return debriefing in Canada after completion of assignment. Travel, meals and accommodation are covered.
- An incredible opportunity to enhance your professional skills and participate in an experience of a lifetime!

ELIGIBILITY REQUIREMENTS:

- Applicants must be a Canadian citizen or permanent resident of Canada between the ages of 18-70.
- Departure date is contingent upon the timely completion of all administrative requirements (e.g. visa processes, medical clearance, police checks, and travel documentation).
- With the support of the program, all volunteers shall undertake to make a minimum financial contribution of \$1,500 for participating in the program.