



Terms of Reference

Official Job Title:	Gender Equality and Gender Based Violence (GBV) Expert
Duty Station:	UNFPA Provincial Offices in Butwal and Janakpur
Band/Step	Service Contract [SB 4/Peg II]
Required Number:	2 positions
Date:	6 June 2019

1. Organizational Location and Job Purpose

Under the direct supervision of the UNFPA Regional Development Coordinator (based in Butwal or Janakpur) and in close collaboration with the UNFPA gender team in Kathmandu, the Gender Equality and Gender Based Violence expert plays a key role in supporting the provincial and local authorities to advance gender equality and reproductive rights goals in line with their development plans and UNFPA's Eight Country Programme for Nepal (2018-2022). S/he will be part of the UNFPA provincial office team based in Butwal or Janakpur.

S/he engages with policy-makers and other key actors at provincial and local level to support the development of an enabling environment for advancing gender equality, women's empowerment and reproductive rights, including the prevention of discrimination, gender-based violence (GBV) and harmful practices. This includes advocacy and policy advice for the prioritization of gender both as a stand-alone priority area of work as well as to mainstreamed elements in the overall legal, policy and development programme frameworks; it further includes technical assistance as needed.

In collaboration with UNFPA personnel based in the provincial and local offices as well as in Kathmandu, s/he ensures high quality technical support through policy and advocacy, capacity building, knowledge management and service delivery related interventions. This includes activities in the development context as well as in humanitarian settings, as needed.

The expert is expected to identify and build synergies between the UNFPA supported gender programmes and the programmes under other UNFPA thematic pillars namely, sexual and reproductive health, adolescents and youth, and population dynamics. The expert is further tasked with establishing and maintaining positive working relationships with government counterparts, other UN agencies, civil society organizations, women, adolescent and youth networks, multi-lateral organizations and bi-lateral donors, address emerging issues effectively and coherently, and facilitate programme delivery.

2. Major Activities/Expected Results

Policy Advocacy

- Engage with government counterparts at provincial and local levels to advocate for, and support the development of, evidence-based laws and policies that promote gender equality, women's empowerment, and reproductive rights, with an emphasis on identifying and addressing the needs of those women and girls who are left behind;
- Provide technical assistance for the development of such policies and laws, and for capacity development of provincial and local level officials, as required;
- Support UNFPA personnel and partners to carry out evidence based advocacy for the inclusion of gender equality and gender-based violence interventions in local level development plans and budgets;
- Work closely with the relevant UNFPA staff to ensure coherence and coordination across UNFPA's mandate areas and contribute to 'breaking silos' among thematic areas;
- Represent UNFPA in relevant technical and coordination fora and contribute to maintaining UNFPA's reputation as a provider of high quality technical advice and assistance in the area of gender equality and gender-based violence prevention and response;
- Convene concerned development partners to ensure coherence and coordination among key actors and programmes in the province for optimal efficiency in use of resources and outcomes, as needed.

Technical Support

- Provide technical assistance to MoSD and relevant government line ministries and authorities at provincial and local level for policy initiatives, strategies and plan of actions in the field of gender equality, gender-based violence, and harmful practices in development and humanitarian settings;
- Strengthen the capacity of provincial and local level institutions and other relevant partners for the delivery of the range of interventions that promote gender equality and the empowerment of women and girls in line with the UNFPA's Eighth Country Programme for Nepal;
- Ensure quality of training activities through facilitative supervisions and monitoring undertaken jointly with government and partners, where feasible;
- Advise UNFPA and implementing partners on appropriate approaches to changing harmful social norms and practices, and preventing gender-based violence, and provide regular updates based on evidence of "what works" in relation to strategies and interventions;
- Create knowledge products by assessing on-going programmes and projects, document lessons learned, good practices and replicable strategies, and actively share and apply this knowledge;
- Provide technical support to the relevant UNFPA personnel and implementing partners, and apply specific capacity building tools and interventions in areas relating to gender equality;
- Review provincial and local level work plans, and ensure the relevant UNFPA supported components are consistent with UNFPA's Eighth Country Programme Results and Resources Framework.

Monitoring and Evaluation

- Support monitoring of UNFPA supported programmes (core and non-core), making regular field visits, providing technical oversight to ensure activities are implemented on a timely basis, with high technical quality, and in line with national standards, protocols and guidelines, including compliance with UNFPA rules and regulations, and policies;

- Assist in the oversight of surveys, operational research, and evaluations, as planned;
- Assist the UNFPA office in preparing monthly, quarterly, biannual and annual monitoring reports, by preparing gender related inputs based on information received from staff based in the field;
- Identify success stories and good practices relating to addressing gender equality, GBV, harmful practices, and collaborate with UNFPA Communications Team to produce relevant materials.

Support any additional related responsibilities that may be deemed relevant for the successful implementation of the UNFPA Eighth Country Programme at provincial and local level.

3. Work Relations

The Gender Equality and GBV expert is the primary source of technical guidance to the UNFPA staff based in the provincial and local offices as well as for all the implementing partners. S/he must effectively guide counterparts from diverse backgrounds to contribute to achieving the programme goals.

Other internal contacts include, the Regional Development Coordinator, the Representative, Deputy Representative, the Kathmandu based programme/ technical teams. Other external contacts include development partners at the district and provincial level including national and international NGOs.

4. Job Requirements

Education:

- Completion of Advanced Degree in Gender Equality and Development or Social Sciences and/or other related field.

Knowledge and Experience:

- Five years of progressively relevant experience in policy and advocacy as well as in programme management in a related field preferably within the UN system;
- Good analytical skills and ability to understand and adapt to complex socio-cultural contexts;
- Excellent knowledge of the government systems and its functions, particularly related to Gender Equality and GBV;
- Demonstrated leadership, facilitation and team working skills, and ability to establish harmonious working relations with other the Government, I/NGOs, UN agencies and other development partners;
- Demonstrated capability of good understanding of technical cooperation in Gender Equality and GBV including humanitarian settings;
- Experience in the usage of computers and office software packages;
- Experience in gender-related data management, analysis and meaningful interpretation;
- Excellent command of oral and written English and Nepali are essential; knowledge of other local language will be value addition;
- Willingness and capability to be stationed in remote district of Nepal and undertake duty travel in rural areas;
- Courtesy, tact and the ability to function in a multicultural work environment.

Required Competencies:

Values:

- Exemplifying integrity
- Demonstrating commitment to UNFPA and the UN system
- Embracing cultural diversity
- Embracing change

Core Competencies:

- Achieving results
- Being accountable
- Developing and applying professional expertise/ business acumen
- Thinking analytically and strategically
- Working in teams/ managing ourselves and our relationship
- Communicating for impact

Functional Skill Set:

- Advocacy/ Advancing a policy-oriented agenda
- Leveraging the resources of national governments and partners/ building strategic alliances and partnerships
- Delivering results-based programmes
- Internal and external communication and advocacy for results mobilization