



Position description

Title:	Gender in Emergencies Advisor
Classification:	Band 5
Department:	International Programs
Branch:	Humanitarian and Emergency Response Unit (HERU)
Location:	Canberra or Melbourne
Position reports to:	Manager, Humanitarian & Emergency Response Unit
Position Type:	Fixed Term

About CARE Australia

CARE is an international humanitarian aid organisation fighting global poverty, with a special focus on working with women and girls to bring lasting change to their communities. As a non-religious and non-political organisation, CARE works with communities to help overcome poverty by supporting development projects and providing emergency relief. We believe supporting women and girls is one of the most effective ways to create sustainable outcomes in poor communities. We are primarily dependant on support from the Australian public to carry out our work.

CARE Australia is a member of the **CARE International confederation**. We strive for a world of hope, tolerance and social justice, where poverty has been overcome and people live in dignity and security.

For almost 25 years, CARE Australia has earned an international reputation for our ability to respond quickly to emergency situations in countries as diverse as Haiti, Pakistan and East Africa. We are also renowned for our innovative, sustainable and effective long-term development projects. All our projects are designed to equip the people we support with skills and resources so they can take charge of their lives and work towards a better future.

CARE Australia is directly responsible for program design, implementation, monitoring and evaluation, as well as management and contractual control of all projects. As a consequence, we have a high degree of accountability and transparency. CARE Australia is committed to protecting the rights of children in all areas we work around the world.

CARE's Humanitarian and Emergency Strategic Plan 2012-2020 has as its objective to position CARE as a leader in effective, high quality humanitarian response which places the needs and rights of vulnerable women and girls at the forefront of our efforts. CARE applies robust gender equality approaches to our work with women, men, boys and girls to appropriately address the humanitarian needs of poor communities, while also strengthening CARE's organisation wide commitment to women's empowerment in our humanitarian programming. Our responses will consistently uphold and defend humanitarian principles including non-discrimination and the targeting of assistance based on need alone, with our understanding of need based on sound gender analysis to enable us to better meet the specific needs of men as well as women. Our focus on women and girls reflects CARE's experience that empowering women and girls is a critical pathway to reduce vulnerability and poverty for the whole community, as well as being essential for achieving gender equality.

About the Role

The Gender in Emergencies Advisor supports the capacity building efforts led by CARE International's global Gender in Emergencies (GiE) Coordinator, with a particular focus on high risk contexts in South-East Asia and the Pacific. The role works closely with the CARE Australia's Gender Advisor and the Humanitarian and Emergency Response Unit (HERU) to provide overall leadership and technical advice to Country Offices in South-East Asia

and the Pacific on mainstreaming gender in CARE's emergency responses. It engages with ongoing work to promote gender equality across the programming spectrum and works closely with gender advisors in Country Offices.

Key Responsibilities

Technical assistance

- Provide direct technical support and advice to Country Offices (CO), especially in South-East Asia/Pacific, on mainstreaming gender in design, management, monitoring and evaluation of emergency programs in line with SPHERE and IASC standards.
- In close coordination with the CARE International GiE Coordinator, support COs in integrating gender approaches and systems into response strategies, emergency preparedness plans and long-term programming.
- In collaboration with the CARE Australia's Gender Advisor, assists with the mainstreaming of gender in emergencies and disaster risk reduction in the programs in South-east Asia & Pacific.
- Contribute to or lead the development of gender in emergency related funding proposals, technical materials and resources for CARE International and CARE Australia.

Knowledge capture, monitoring and evaluation and capacity building

- Support the CARE International GiE Coordinator to roll out systems for monitoring and evaluating the adherence of CARE's emergency programs to gender equality indicators and standards.
- Undertake training with Country Offices on how to practically integrate gender into response programming and preparedness planning, piloting and refining GiE training tools with CARE International's GiE Coordinator and Rapid Response Team positions.
- In close coordination with CARE International GiE Coordinator and the CARE Australia Gender Advisor facilitate knowledge capture and exchange of learning on gender in emergencies within CARE and externally.
- Contribute to wider CARE Australia research program and to CARE International programming on resilience, including the Horn of Africa Gender in Emergencies Study.
- Serve as a gender specialist on emergency assessment teams, assisting emergency teams to design and initiate emergency response programs which appropriately address gender considerations and promote the protection and empowerment of women and girls.

Networking, partnerships and advocacy

- Work closely with the CARE International GiE Coordinator to assist coordination within the CARE confederation on gender and emergencies in order to ensure efficient use of resources, consistent application of global standards and policies and to promote synergies with CARE's global initiatives on gender and development.
- Working closely with the gender lead within CARE Australia's Humanitarian and Emergency Unit and the CARE Australia Gender Advisor, support engagement on Gender in Emergencies with peer agencies and key Working Groups in Australia, with a focus on strengthening strategic partnerships with similar minded organisations.
- Liaise with AusAID and other donors on Gender in Emergencies initiatives.
- Engage actively and consistently with the CARE Australia's Gender Advisor to ensure synergies and alignment of work across CARE Australia's development and humanitarian portfolio.
- Support CARE Australia as a spokesperson on gender in emergencies.
- Develop advocacy and policy positions in consultation with CARE Australia management, CARE International and other agencies.

Travel expectations

- It is expected that the incumbent will travel up to 25% of the time overall. The majority of this will be for capacity building and other travel which can be planned in advance. It is only expected that they will make one or two emergency deployments per year.

Selection Criteria

- Demonstrated knowledge and skills in mainstreaming gender in program design, management, monitoring and evaluation, including application of SPHERE and IASC standards, with a minimum of 5 years working on humanitarian and development issues.
- International experience in assessment, program development, evaluation, project proposal and budget preparation (at least 5 years). Familiarity with UN resolutions relating to Gender in Emergencies.
- Demonstrated skills and experience in capacity building, and designing and delivering training in multi-country contexts, with high intercultural sensitivity.
- Demonstrated strong monitoring and evaluation skills and experience, including the development of systems and tracking of performance against gender equality program standards.
- Demonstrated ability to manage workflows, balance competing priorities and work effectively in a small, diverse, remote and busy team environment.
- Field experience in an emergency response context, preferably with an international NGO, is highly desirable.
- Representational skills including experience developing networks and relationships with government, civil society and other stakeholders.

Approved
Principal Executive International Programs
November 2012