

**JOB DESCRIPTION.**

<b>Job Title:</b>	Gender Advisor
<b>Location:</b>	Mogadishu, with frequent travel to project locations
<b>Reporting to:</b>	Country Director; with dotted line to the Senior Gender Advisor
<b>Management responsibility</b>	N/A potentially some consultancies as agreed with line manager
<b>Type of position:</b>	National position
<b>Grade and Salary:</b>	A competitive INGO salary will be offered
<b>Contract terms and hours:</b>	Fixed term; standard working week is 37.5 hours

**Background;**

Saferworld is an independent international organisation working to prevent violent conflict and build safer lives. We work with people affected by conflict to improve their safety and sense of security, and conduct wider research and analysis. We use this evidence and learning to improve local, national and international policies and practices that can help build lasting peace. Our priority is people – we believe in a world where everyone can lead peaceful, fulfilling lives, free from fear and insecurity. We are a not-for-profit organisation operational across Africa, Asia and the Middle East and in policy centres in Beijing, Brussels, London, and Washington DC.

The success of our organisation’s mission depends on people. Capitalising on what is unique about individuals and drawing on their different perspectives and experiences will add value to the way we work. Saferworld is committed to the principles of equality of opportunity for all and seeks to promote a positive approach to equality and diversity and within the scope of the relevant legislation, to having a workforce and working environment that is free of discrimination, prejudice, stereotyping, harassment, victimisation and undignified behaviour. We oppose all forms of unlawful or unfair discrimination.

Gender equality is one of Saferworld’s strategic objectives. We challenge and transform the gender norms that drive violent conflict and gender-based violence and support the leadership of women and girls in peacebuilding. We develop research, guidelines and programming tools to reveal and understand how deeply embedded social norms about gender roles contribute to repeating cycles of conflict and violence. We work to challenge and transform these gender norms and the related attitudes, behaviours and relationships that perpetuate insecurity and the use of violence. We partner with women-led and other organisations that lead in this area to bring change.

**Job purpose;**

The Gender Advisor will lead Saferworld’s gender-transformative peacebuilding efforts in collaboration with Saferworld Somalia program teams and its partner organizations. This includes shaping organizational approaches, providing technical support for Inclusive Early Warning & Early Response Systems, (EWER) and advocating for gender equality at various levels. They will help to ensure that Saferworld delivers on its Strategic Objective on Gender Equality and related work within Saferworld’s Strategic Plan 2021- 2031; [Working in solidarity for a saferworld.](#)

The job holder will collaborate closely with both existing and new partners to ensure the delivery of key project deliverables. Establishing and maintaining strong working relationships with women’s rights organizations (WROs) and women activists, as well as liaise with other teams and related projects across Saferworld to share best practices and lessons learned. Additionally, the post-holder will contribute to the overall development of Saferworld Somalia’s gender-transformative peacebuilding program.

**Key areas of responsibility;**

**1. Strategic Development and Implementation:**

- Lead the development, adaptation, and implementation of the Somalia program’s gender, peace, and security (GPS) strategy.
- Contribute to the design and implementation of Saferworld’s Strategic and Country Plans, emphasizing the role of addressing GPS issues in achieving peacebuilding objectives.

- Conduct gender analysis of conflict at grassroots and national levels, providing research and analysis support as needed to enhancing Inclusive Early Warning & Early Response Systems at the Community Level.
- Provide advisory inputs to ensure responsiveness to national policies, priorities, and strategic plans, aligning with organizational values and strategies on GPS.
- Develop programmatic approaches, tools and training materials in relation to the gender, peace and security according to organisational and team-specific strategic priorities.
- Draft and review documents (reports, action plans, and communication products) with a gender lens.

**2. Implementation of Gender, Peace, and Security Activities in Somalia:**

- Lead the implementation of gender, peace, and security activities, with a specific focus on enhancing Inclusive Early Warning & Early Response Systems at the Community Level.
- Guide teams and partners in implementing community security projects using gender-sensitive and transformative approaches, incorporating early warning systems.
- Support integration of gender into programming throughout the project cycle, emphasizing community-based peacebuilding with gender-sensitive and transformative approaches.
- Review and advise on gender-transformative program approaches, tools, and resources, collaborating with the Senior Gender Advisor to adapt materials for Somalia.
- Facilitate workshops on gender sensitivity and transformation for Saferworld staff and partners.
- Support the design and review of the results framework, incorporating gender-disaggregated indicators.

**3. External Networking and Advocacy on Gender, Peace, and Security:**

- Support gender-focused advocacy efforts at sub-national, national, regional, and international levels in collaboration with the Somalia Project Manager and senior gender advisor.
- Build organizational contacts with national, regional, and international actors, participating in networks supporting the gender, peace, and security strategy in Somalia.
- Represent Saferworld on relevant networks and working groups on GPS and Inclusive Early Warning & Early Response Systems at the Community Level at the national and regional levels.
- Engage with donors, wider NGO and policy community, and diverse partners in relation to driving positive change in Saferworld's gender, peace and security work.

**4. Accompaniment and Technical Support:**

- Provide ongoing accompaniment and technical support to Saferworld Somalia program and partner organizations.
- Mentor Saferworld staff and partner organizations on Gender, Peace, and Security (GPS) issues, with a specific focus on developing Inclusive Early Warning & Early Response Systems at the Community Level at the national and regional levels.

**5. Addressing Conflict Drivers in Somalia:**

- Play a key role in providing technical advice and support for a significant new program in Somalia, addressing main conflict drivers, such as inadequate transitional justice processes and flawed electoral processes, with attention to GPS and Inclusive Early Warning & Early Response Systems at the Community, national and regional levels.
- Actively support and advise on internal efforts and initiatives on Diversity, Equity and Inclusion.

**Key working relationships;**

- **Saferworld Somalia Programme Development Managers:** Coordinate and collaborate with the Saferworld Somalia Programme Development Managers, fostering effective communication with staff in Somalia, Somaliland and field locations. Ensure seamless implementation of community-based peacebuilding programs using gender-sensitive and transformative approaches, providing technical support for fundraising proposals, and strategies for gender funding.
- **Partner Organizations and Communities:** Work closely with partner organizations and local communities to review and contextualize gender-transformative approaches, tools, and resources. Provide training and dedicated support and accompaniment as needed on gender, peace, and security issues.
- **Senior Gender Advisor to International Programs and Programme Support and Learning Team:** Engage regularly with the Senior Gender Advisor and the Programme Support and Learning team. Seek advice and support to ensure alignment with global best practices and Saferworld's overall gender strategy.
- **Gender Focal Points in the Africa Region and Across Saferworld:** Maintain regular communication with Gender Focal Points in the Africa region and globally. Share insights and lessons learned from the Somalia program, emphasizing gender-sensitive and transformative approaches. Contribute to the collective knowledge base and best practices within Saferworld's gender initiatives.

<b>Scope and accountability;</b>	
<b>Decision making and limits of authority</b>	<ul style="list-style-type: none"> <li>The post holder is expected to show considerable leadership in the Somalia programme, leading the development and implementation of the Somalia programme's gender, peace and security strategy.</li> </ul>
<b>Financial resources</b>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
<b>Other resources</b>	<ul style="list-style-type: none"> <li>Responsible for cross-regional and organisational information sharing and lesson learning resources on gender, peace and security</li> </ul>
<b>People management</b>	<ul style="list-style-type: none"> <li>N/A; potentially some consultancies as agreed with line manager</li> </ul>
<b>Legal, regulatory and compliance responsibility</b>	<ul style="list-style-type: none"> <li>Ensure compliance with national legislation. Where there is contradiction, seek guidance.</li> <li>Ensure compliance with policies, procedures and practices in the organisation.</li> </ul>
<b>Person specification</b>	
<b>Knowledge, qualifications and experience;</b>	
<ul style="list-style-type: none"> <li>A graduate degree qualification in political science, gender studies, conflict or peace studies or similar area; or equivalent gender integration, programming and policy experience.</li> <li>Demonstrable work experience and knowledge of gender integration in peacebuilding (preferred), development and/or humanitarian policy and practice and into organisational policies, systems and processes. Experience in strategy development and working across sectors or disciplines is highly desired, mainly humanitarian and peacebuilding sectors.</li> <li>Extensive experience of providing practical advice, expertise and accompaniment to staff and partners in implementing gender-transformative programmes, with a strong intersectional approach to gender Knowledge and understanding of current debates regarding women, peace and security.</li> <li>Experience of working in partnership with other NGOs and NGO networks, and preferably women's rights organisations (WROs) through principles of power-sharing, accompaniment and on women movement building.</li> <li>Experience and skills in training and facilitation of learning in gender-transformative peacebuilding practice and the provision of capacity-strengthening support to culturally diverse audiences.</li> <li>Experience in conducting high quality participatory research and analysis on issues related to conflict, security, gender and/or governance, and knowledge of relevant research methodologies is desirable.</li> </ul>	
<b>Skills and abilities;</b>	
<ul style="list-style-type: none"> <li>Excellent written and oral communications skills in English</li> <li>Skills in training, mentoring, peer support and/or other capacity-strengthening techniques on research design and implementation</li> <li>Strong interpersonal skills and ability to communicate with people from all walks of life</li> <li>Ability to translate technical knowledge and analysis into programmatic and community-level interventions, work plans, activities, reporting, etc.</li> <li>Good organisational and planning skills and the ability to work under pressure with the ability to manage</li> <li>Strong analytical skills</li> </ul>	
<b>Personal qualities;</b>	
<ul style="list-style-type: none"> <li>Proactive self-starter with a drive for initiative and the ability to work independently with minimal oversight.</li> <li>Personable and dedicated team player, demonstrating a cooperative and problem-solving approach.</li> <li>Skilled in developing and maintaining positive relationships with a diverse range of stakeholders, including civil society organizations, government bodies, officials, and international donors.</li> <li>Committed to and compliant with Saferworld's safeguarding principles.</li> <li>Dedicated to respecting and valuing equality and diversity, with a clear understanding of how these principles apply to one's area of work.</li> <li>Commitment to the vision, mission and values of Saferworld</li> </ul>	
<b>Other requirements;</b>	
<ul style="list-style-type: none"> <li>Ability to travel frequently within Somalia, including field offices as may be required.</li> <li>Potential occasional travel in the region and internationally.</li> </ul>	

**Application process:**

**To apply:** Send your CV and a cover letter addressing why you feel your experience matches the requirements of the role to [jobs@saferworld.org.uk](mailto:jobs@saferworld.org.uk) with Job reference (**Gender Advisor Mogadishu**)

**Deadline for applications:** 27 December 2023 Only short-listed candidates will be contacted.