



Global Programme Gender, Protection and Inclusion Adviser- Role profile

Location	ICH or any CA office	Department	International
Reports to (Job Title)	Programme Quality Manager	Salary Band	C
Matrix manager (if applicable)	N/A	<u>Competency level</u>	3

Role definition

Role purpose

The role will support the organisational delivery of Christian Aid's Programme Quality Management Approach and Gender Justice Strategy, providing direction and technical input to embed Christian Aid's inclusive programming approach globally. The post-holder will lead on protection and inclusion within the Programme Quality and Operations division but also link up more widely across the International Department in policy and practice. The post-holder will primarily support our humanitarian and development programmes, and advocacy projects when required. The post holder will work closely with our Gender Justice lead to convene global staff contributing towards this agenda, support strategy development and impact measurement, develop resources and training packages.

The post holder will be expected to train CA staff and partners in understanding gender, inclusion and protection, collate global learning and respond to country programming support needs on gender, protection work in humanitarian or development settings (particularly GBV) and inclusion with a particular focus on people with disabilities and older people.. The post-holder will also engage with networks in the aid sector, strengthening existing linkages on gender, age, disability and other intersecting inequalities.

Key outcomes

- Christian Aid global staff – advisors as well as programme staff - demonstrate increased knowledge of intersectional needs, vulnerabilities and capacities of diverse groups and individuals such as women, girls, men, boys, older people, people with disabilities and minorities, and how to address them in programming and throughout the project/programme cycle.
- Supports and collaborate with the global gender advisor to include gender transformative approach and feminist programming principles across CAID programmes
- All proposals developed by Christian Aid and partners demonstrate an understanding of intersectional needs in the target communities, and ensure adequate resources for disaggregated data collection and analysis throughout the project cycle.
- Humanitarian, development and advocacy programmes make necessary adaptations to ensure greater participation of women and girls and other marginalised people, including by providing disaggregated data and using it in analysis and evaluations, reducing barriers and integrating diverse participatory mechanisms.
- The CA Programme Quality Standards and all thematic frameworks embed inclusion within their approaches and are applied consistently to programmes and projects.
- Ensure protection programming is conducted in accordance with Christian Aid's Safeguarding policies and guidelines as well as relevant professional international standards in protection work

such as IASC minimum standards on MHPSS, Sphere standards, Humanitarian Inclusion Standards and minimum standards on Child Protection

- Key lessons on inclusive programming and protection programming -are shared at regular intervals internally and through external resources and practice papers.

Role agility

Expected travel per annum Up to 75 days

On call/unsocial hours Yes

Surge capacity for emergency responses Yes - could be required to travel for more than 75 days p.a. and for a period of up to 3 months but for no more than 6 months p.a. with no less than one month's interval between postings unless in extreme circumstances. **This is a Global post that will required to support teams and partners across CA 14 countries and 2 regions. Whilst not anticipated to be often, some flexibility on working hours will be required.**

In order to respond to ever changing demands within the environment, Christian Aid operates within an agile framework (both in workforce and operational) that requires from all employees, a high level of responsiveness and adaptiveness to processes and structures making flexibility and a project based working approach the norm. To sustain this system, managers may/will agree further details of specific tasks and duties as part of the performance agreement. Any reasonable duty may be assigned that is consistent with the nature of the job and its level of responsibility, and employees may be required to change the focus of their role from time to time.

Role context

The post will function through key collaborations within the International and Policy Departments. The incumbent may be required to deploy operationally to carry out gender and inclusion or protection assessments in sudden onset emergencies – and/or build the capacity of others to do so. The incumbent will be responsible for delivery on organisational commitments on diversity within the Core Humanitarian Standard and other standards such as Global Disability Summit Commitments, Inclusive Data Charter, Inclusion Charter and Charter on Inclusion of Persons with Disabilities in Humanitarian Action.

Role requirements

Relationships

External Builds alliance with peers in other agencies, networks and consortia to advocate for inclusive ways of working to deliver on programme quality, protection and inclusion. Close working relationships with relevant ACT Alliance communities of practice, gender and development networks, cluster systems as and when required.

Internal Collaborates with the gender thematic advisor in the Programme Policy Research and Learning team to implement Christian Aid's Gender Justice Strategy across all programmes through an intersectional lens' and supports capacity building of advisors and programme staff on inclusive programming and mainstreaming gender and inclusion, and protection mainstreaming; Develops a close working relationship with other thematic advisors, particularly on accountability, safeguarding, resilience, cash, gender, governance and inclusive markets.

Advocates with International Department and Programme Policy, Research and Learning division staff, country programme staff and senior management for organisational uptake of inclusion and strengthening

gender equality, and protection and links closely with the Programme Policy and Campaigns department to ensure coherent messaging and direction between policy and programmes.

Decision Making

- Proposes action CA should take to mainstream gender, protection, protection mainstreaming and inclusion into ways of working in humanitarian, advocacy or development programming
 - Demonstrates ability to be a change agent on organisational culture, policy and practice.
 - Provides support and advice to country programmes on global staff working on gender and inclusion.
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- Represents Christian Aid and our approach within the ACT Alliance and the Community of Practice on Disability Inclusion, to DFID and in other inclusion networks as required.
 - Appraises, monitors and reviews progress.

Analytical skills

- Needs to have a detail-focussed approach to work.
 - Ability to locate data from appropriate sources and analyse it to create meaningful reports to be shared both internally and externally
 - Deals with issues that need detailed information gathering, investigation and analysis
 - Assessment of benefits and risks of different courses of action.
 - Initiative and judgement needs to be applied regularly in the course of day-to-day work.
 - Expected to make direct contribution to improved performance.
 - Provides technical input to review and design of organisation policy, tools and operational response activities to reflect diverse needs and strengthen capacities of gender and intersectional identities. Identifies training needs
 - Produces user-friendly and operationally-oriented summaries of key documents for broad dissemination
 - Monitors and reports on the implementation of the mainstreaming strategy
- **Budgetary/savings responsibility** N/A

Developing self and others

Number of Direct reports
N/A

Overall people management responsibility N/A

- Works closely with both country teams and London colleagues, adapting to changing priorities but also contributing to an organisational culture of collaboration, accountability, clear communications and compliance.
- Continuously looks for opportunities for self-development.
- The ability and desire to promote an open, inclusive work environment that emphasises cooperation and teamwork.
- Will be required to work on own initiative.
- The post holder will be required to provide support and advice to internal colleagues.
- Builds capacity of CA staff through training, coaching, mentoring, webinars and one-on-one support

Role related checks

Child protection clearance Not required **Counter terrorism screening** Not required

Person specification

Applied skills/knowledge and expertise

Essential

- Degree or equivalent in international development, Gender and protection studies, humanitarian assistance, and/or human rights or relevant technical discipline
- Experience of working in humanitarian emergencies and / or development programmes with a focus on GBV and/or protection work.
- Understanding of development issues as well as emergency relief, preparedness and resilience,

- Proven experience of mainstreaming of gender or other marginalised groups such as people with disabilities, older people, ethnic minorities, LGBTQI groups.
- Proven experience of managing protection programmes and/or GBV projects, conducting protection assessments and analysis.
- Good understanding of capacity building tools and techniques
- Understanding of partnership approach and experience of working with local partners
- Excellent understanding of humanitarian programming and inter-agency coordination systems.
- Prior experience of working with the Protection Cluster
- Knowledge of training tools and methods with experience in delivering training in humanitarian settings or development programmes
- Knowledge of relevant international norms and standards relating to Gender and Inclusion (Humanitarian Inclusion Standards) and Core Humanitarian Standards (CHS), Disability Inclusion Summit commitments
- Familiarity with Sphere, Red Cross code of conduct

Desirable

- Experience of working for or alongside Christian Aid and an understanding of Christian Aid's culture, working practices and modus operandi
- Masters or advanced degree in a relevant subject area
- Experience of policy, advocacy and communications work.
- Understanding of the role of churches and ecumenical organisations in relief and development.
- Experience of working with large budgets
- Language skills in French and/or Spanish or Arabic considered an asset.

Digital/IT competencies required

Word, Excel, PowerPoint	Intermediate	Web content design & Development	N/A
Internet based collaboration tools and video calling	Basic	Social Media	N/A
Data Visualisation	N/A		
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