ROLE PROFILE

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| Title: | Deployable Gender in Emergencies Specialist | | |
| Functional Area: | Humanitarian | | |
| Reports to: | Gender in Emergencies Technical Lead (GH) | | |
| Location: | Deployed 75% of the time to Plan International’s country programmes. Home-based when not deployed | Travel required: | 75% (may be at short notice) |
| Effective Date: | February 2023 | Grade: | 4 |

rolE PURPOSE

Plan International country offices in response to an emergency, often need additional experts to support their response and help those affected by crises. Plan International’s core surge team is composed of technical, global experts who can deploy to emergency responses within 72 hours for up to 4 months. The post holder will be expected to provide leadership to their area of technical specialism to support the country team they are deployed to.

Core surge team members are globally roving and work away from their home base continuously, from a few weeks up to four months per assignment. Core surge is typically deployed to country programmes for up to nine months a year (pro rata for part-time posts). When not deployed (or on annual leave), core surge team members may be assigned project/proactive work.

As a Deployable Gender in Emergencies Specialist, you will provide technical leadership and support to the Country Offices (COs) to ensure that gender is mainstreamed in the preparedness, analysis (including the Rapid Gender Analysis), design, implementation, M&E and initiatives in our humanitarian responses. This includes supporting on capacity strengthening for Plan International staff and strengthening Plan’s representation in GBV and Gender-related working groups and clusters. You will also support reporting and documentation processes as well as policy and influencing in relation to gender in emergencies, aiming to address more specifically the needs of girls and the barriers they face.

Dimensions of the Role

* Develops and maintains relationships with stakeholder groups both within Plan International and externally.
* May deploy at short notice to a Country Office for up to 4 months.
* The post is expected to be on deployment for up to 9 months per year.
* May be required to work late hours, weekends, and holidays to ensure timely delivery of programmes while deployed. The TOIL and other staff care and well-being measures will be provided.
* You may have budget responsibility when on deployment.
* Work with the Country Offices (CO), the Regional DRM and Gender and Inclusion team to build a clear and consistent vision, message, and coherent approach to gender in emergencies and gender transformative programming in humanitarian settings.

Accountabilities

* Provide technical leadership and expertise in gender mainstreaming across humanitarian programmes in the country of deployment.
* Conduct Rapid Gender Analysis, especially for orange 2 alert and red alert.
* Provide technical input and guidance to (rapid) needs assessments.
* Advise the Emergency Response Manager and Country Management Team to ensure programme activities are based on a strong gender and inclusion analysis for the emergency response.
* Lead the Country Office engagement at relevant clusters, working groups, and other events related to gender in emergencies in the country of deployment.
* Lead capacity strengthening of Country Office staff and partners on gender in emergencies.
* Provide coaching and mentorship to programme staff and partners to ensure gender is integrated into programme strategies and project proposals.
* Document lessons learned, develop case studies and best practices from programmes to support the organisation’s continuous learning.
* Support country office team on the use of the IASC Gender and Age Marker, specific Donor Marker, and Plan’s Gender Transformative Marker to ensure all programmes have a clear focus on gender and inclusion.
* Work closely with Accountability to Affected Populations (AAP) staff to ensure girls and women are fully participating in feedback and complaints mechanisms, in a way which is meaningful to them and respects their dignity.
* Ensure activities adhere to technical approaches to build action on strong gender analysis and implement quality humanitarian programming that adheres to the IASC Gender Handbook for Humanitarian Action, GBV Guidelines, PSEA in humanitarian response and the Sphere Standards related to gender and inclusion. Identify opportunities and establish dialogue towards partnerships with other humanitarian agencies and local partners (WLO’s, WRO’s, young/girls-led organisations).
* Support the development of Plan International’s profile in gender equality programming in emergencies, particularly in regards to girls, by supporting the development of key messages and other policy and influencing work.
* Represent Plan International with UN agencies and donors on gender and inclusion issues.
* Working closely with the Business Development team, support the development of a portfolio of humanitarian programmes that are consistently gender aware and show a strong contribution to gender transformative programming and girls’ rights, including the provision of technical support on project proposal development and results frameworks.

**Safeguarding**

* Ensures that Plan International’s global policies for Safeguarding Children and Young People and Gender Equality and Inclusion are fully embedded in accordance with the principles and requirements of the policy including relevant Implementation Standards and Guidelines as applicable to their area of responsibility. This includes, but is not limited to, ensuring staff and associates are aware of and understand their responsibilities under these policies and Plan International’s Code of Conduct (CoC), their relevance to their area of work, and that concerns are reported and managed in accordance with the appropriate procedures.

Key relationships

**Internal**

* Global Hub Humanitarian Team.
* Country Office Management Team.
* Country Office programme and operational support staff.
* Key Regional Office staff (Head of Disaster Risk Management and Regional Gender and Inclusion Advisor).

**External**

* Gender in Emergency and GBV Working Groups and Clusters at the country level.
* Gender in Emergency and GBV specialists from Peer organizations in the country of deployment.
* Donors & UN Agencies.
* Partner organizations, particularly women and youth-led organisations.

Technical expertise, skills and knowledge

**Essential**

* Demonstrable experience working in a broad range of humanitarian crises in a number of different contexts.
* Demonstrable experience in mainstreaming gender in the design, management, monitoring and evaluation of emergency programmes in line with SPHERE and IASC standards.
* Demonstrable experience as a gender specialist on emergency assessment teams, assisting emergency teams to design and conduct Rapid Gender Analyses using the data and findings to design and initiate emergency response programmes which appropriately address gender considerations and promote the protection and empowerment of women and girls
* Experience in building and strengthening technical expertise on gender in emergencies in humanitarian work.
* Knowledge of relevant international code of conduct and humanitarian standards, such as the IASC Gender Handbook for Humanitarian Action, GBV Guidelines, Core Humanitarian Standard, PSEA in humanitarian response and the Sphere Standards
* Ability to network effectively and build good working relationships with colleagues both within Plan International as well as in peer agencies and local organizations.
* Experience to establish child and girl-friendly spaces and conduct Rapid Needs Assessments and focus groups with girls and boys.
* Good working knowledge of key humanitarian donors, for example, WFP, USAID, ECW, GPE, DFAT, GAC, FCDO, and DGECHO amongst others.
* Proven representational and coordination skills.
* Sound grasp of intersectionality & feminism, and a passion for dismantling patriarchy.
* Proven knowledge to conduct gender analysis in humanitarian contexts and ensure that humanitarian projects are at least gender aware.
* Strong analytical and report-writing skills.
* Fluency in English and in Spanish
* Committed to actively upholding Plan International's vision, values and behaviours and policies, including the Say Yes! To Keeping Children Safe Policy.

**Desirable**

* Skills in writing funding submissions and donor reports.
* Advocacy and influencing skills.

Plan International’s Values in Practice

**We are open and accountable**

* Promotes a culture of openness and transparency, including with sponsors and donors.
* Holds self and others accountable to achieve the highest standards of integrity.
* Consistent and fair in the treatment of people.
* Open about mistakes and keen to learn from them.
* Accountable for ensuring we are a safe organisation for all children, girls & young people

**We strive for lasting impact**

* Articulates a clear purpose for staff and sets high expectations.
* Creates a climate of continuous improvement, open to challenge and new ideas.
* Focuses resources to drive change and maximise long-term impact, responsive to changed priorities or crises.
* Evidence-based and evaluates effectiveness.

**We work well together**

* Seeks constructive outcomes, listens to others, willing to compromise when appropriate.
* Builds constructive relationships across Plan International to support our shared goals.
* Develops trusting and ‘win-win’ relationships with funders, partners and communities.
* Engages and works well with others outside the organization to build a better world for girls and all children.

**We are inclusive and empowering**

* We empower our staff to give their best and develop their potential
* We respect all people, appreciate differences and challenge equality in our programs and our workplace
* We support children, girls and young people to increase their confidence and to change their own lives.

Physical Environment

As part of the core surge team, the primary purpose of the role is to deploy to emergencies globally. The post holder will deploy to a diverse range of countries and contexts. This can range from insecure environments to countries that have just been impacted by a rapid-onset disaster.

The post holder will be provided with the necessary support for such varied locations, including security training, well-being and mental health support and briefings before all deployments.

While on deployment, the accommodation, transport, and availability of services will be dependent on the context and the specific country offices policies.

Level of contact with children

Mid contact: Occasional interaction with children