ROLE PROFILE

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| Title | **Gender in Emergencies Technical Lead (Maternity Cover – 12 months)** |
| Functional Area | **Disaster Risk Management** |
| Reports to | **Head of DRM Technical Team** |
| Location | **Flexible but must be in a country where Plan has a legal entity** | Travel required | 35% |
| Effective Start Date | 10 July 2022 latest | Grade | 4 |

role PURPOSE

Plan International is an independent child rights and humanitarian organisation committed to children living a life free of poverty, violence and injustice.

We actively unite children, communities and other people who share our mission to make positive lasting changes in children’s and young people’s lives. We support children to gain the skills, knowledge and confidence they need to claim their rights to a fulfilling life, today and in the future. We place a specific focus on girls and women, who are most often left behind.

We have been building powerful partnerships for children for more than 75 years and are now active in more than 70 countries.

Plan International is committed to ensuring gender equality is core to our humanitarian work

The post holder will provide:

* External: Position Plan International to lead the Disaster Risk Management sector in gender transformative humanitarian programming.
* Internal: Leadership across the organisation on Gender in Emergencies developing clear and realistic conceptual thinking, guidance and tools. In addition, provide technical advice in ensuring Gender Equality is incorporated in a meaningful way into the design, implementation and monitoring of Disaster Risk Management programmes.

Dimensions of the Role

* The post-holder may have budget responsibility when on deployment.
* The post holder will deploy to Plan International Country Offices, sometimes at short notice, to provide technical support on gender in emergencies
* The post holder will represent Plan International in external fora.

Accountabilities

* **Programming (30%)**
* Support the development of a portfolio of programmes that are consistently gender aware and show a strong contribution to gender transformative programming and girls’ rights.
* Together with colleagues in the Gender in Emergencies working group and sector leads develop guidance notes and tools to strengthen Plan Internationals ability to implement gender transformative programmes and ability to identify and address the needs and rights of girls in emergencies.
* Support sector leads to develop gender transformative indicators for global M&E frameworks.
* Lead on the development of new tools for MEAL purposes
* Ensure that all emergency responses incorporate Gender Analysis, strong GAM ratings, incorporate integrated gender and are consistently tracked
* Support Country Offices to ensure Gender in Emergencies is considered in all aspects of their readiness and response work.
* In collaboration with sector leads develop programme models and case studies on gender transformative programmes in emergencies to support COs replicate good practice learned from other Plan International programmes
* Deploy to support programme design and review in Plan International Country Offices as well as to breaking emergencies to provide technical input and guidance.
* Support COs and NOs develop gender transformative project proposals.
* **Learning and Capacity Building (30%)**
* Support the capacity building of staff to understand and use the concepts around gender equality in emergencies who can then create, deliver and monitor programmes that contribute to gender transformative work.
* Provide coaching and mentorship to program staff and partners to ensure gender is integrated in program strategies and plans.
* Develop a gender in emergencies community of practice across the federation and develop and deliver a robust capacity building plan to increase quality of gender in emergencies
* Support the development and implementation of skills development workshops ensuring gender is core to the modules developed.
* Document lessons learned from programmes to support the organisation continuously learn from its programmes.
* **Research, Policy and Advocacy (20%)**
* Drive learning, knowledge management and policy impact by authoring, commissioning and contributing to publications, policy documents, briefing notes and other resource materials ensuring that Plan International has distinct knowledge and evidence on gender transformative programming in emergencies.
* **Representation and Partnership (20%)**
* Co-Chair the GBV Call to Action NGO Working group.
* Represent Plan International at relevant clusters, working groups, and other events related to gender in emergencies.
* Identify opportunities and establish dialogue towards partnerships with other humanitarian agencies.
* Support the development of Plan International’s profile in gender equality programming in emergencies, particularly regarding girls rights, needs, and capacities.
* Ensures that Plan International’s global policies for Child Protection (CPP) and Gender Equality and Inclusion (GEI) 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

* International Headquarters Disaster Risk Management Team, Gender & Inclusion Team, research and MEAL teams, Plan International networks such as Areas of Global Distinctiveness (AOGDs) and the Gender and Inclusion Group
* Country Office programme and operational support staff and regional Disaster Risk Management staff
* Plan International National Organisation Disaster Risk Management units
* Gender related Working Groups and relevant fora.
* Peer agencies.

Technical expertise, skills and knowledge

**Essential**

* University degree or appropriate work experience in a field relevant to emergency response and/or gender equality.
* Significant experience in planning, design and implementation of integrated humanitarian programmes.
* Significant experience in vulnerability and gender analysis and tackling gender inequality and exclusion
* Significant experience of working in a range of humanitarian contexts (e.g. refugee, conflict, rapid onset)
* Proven experience of leading gender in emergencies programming and mainstreaming gender.
* Experience in working with children and girls’ rights.
* Experience on capacity building of staff on gender and emergencies.
* Knowledge of international humanitarian standards and codes of conduct
* Strong analytical skills: secondary/primary data analysis.
* Advocacy, influencing and negotiating skills, experienced in gaining commitment from a wide range of people, bringing about change and providing support from a distance
* External representation and communication skills.
* Strong English and French language skills.

**Desirable**

* Experience in implementing GBV focussed programmes.
* Strong team management, staff capacity building and motivation skills in teamwork and networking.
* Excellent skills in writing funding submissions and donor reports
* Spanish Language 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

The post-holder will be expected to travel extensively, sometimes at short notice to join humanitarian responses. May be required to work late, weekends and holidays in order to ensure timely delivery of programmes

Level of contact with children

 Mid to high-level contact