ROLE PROFILE

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| Title | Roving Gender in Emergencies Specialist – Ukraine Response | | |
| Functional Area | Humanitarian | | |
| Reports to | Technical Team Manager | | |
| Location | Remotely to start with. May be required to work in one of the response countries at a later stage. | Travel required | Up to 60% time sometimes at short notice |
| Effective Date | April 2022 | Grade |  |

Our Organisation

Plan International is an independent development and humanitarian organisation that advances children’s rights and equality for girls. We believe in the power and potential of every child. But this is often suppressed by poverty, violence, exclusion, and discrimination. And it’s girls who are most affected.

Working together with children, young people, our supporters, and partners, we strive for a just world, tackling the root causes of the challenges facing girls and all vulnerable children.

We support children’s rights from birth until they reach adulthood. And we enable children to prepare for – and respond to – crises and adversity. We drive changes in practice and policy at local, national, and global levels using our reach, experience, and knowledge.

We have been building powerful partnerships for children for over 80 years and are now active in more than 70 countries.

role PURPOSE

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

The conflict in Ukraine is resulting in a major humanitarian crisis with over 3 million people having fled to neighbouring countries, and millions displaced within Ukraine. Plan International is responding to the crisis and working in partnership with civil society organisations in Poland, Romania, and Moldova to meet the key needs of those affected by the crisis as well as host communities.

This position will play a key role in the support to country level activities and will provide technical support and guidance to Plan International teams and partners in Poland, Romania, and Moldova. The position will initially be remote but may well be based in one of the 3 countries in the future.

The Ukraine Hub is a service-oriented structure to support initiation of activities, and to help find solutions to problems as and when arise. Creative thinking and identifying work arounds to problems faced will be a critical element of the role.

Dimensions of the Role

The post holder will develop Plan’s approach to gender in emergencies with a focus on children and adolescents across the Ukraine response. They will provide technical advice in ensuring gender equality is incorporated in a meaningful way into the design, implementation and monitoring of humanitarian programmes in the Ukraine response. The role will work with local partners as well as Plan International teams.

The post holder will regular provide in country support to teams and partners in Poland, Romania and Moldova, sometimes at short notice providing technical support on gender in emergencies.

The post holder will represent Plan International in relevant external fora.

This role is also intended to strengthen the Partner Organisations’ commitment to a safe, responsive and inclusive response, with strong focus on Gender Equality and Social Inclusion (GESI).

Responsibilities

* Undertake partner capacity assessments on gender equality to establish existing gaps and needs.
* Support the development and implementation of capacity strengthening plans with partnerships staff and programme technical specialists to build the knowledge of, and commitment to, gender equality mainstreaming.
* Provide technical input to improve the design, monitoring, and impact of programmes recognising the specific gendered needs of all participants, with a particular focus on adolescents.
* Lead socialization of GIE Minimum Standards with partners and in-country teams.
* Undertake an adolescent-friendly Rapid Gender Analysis and conduct other assessments as needed, developing key recommendations for Plan International and the wider humanitarian sector.
* Support the partnerships team with identifying a diverse range of national organsiations who will be able to support the provision of support to those affected by the crisis in Ukraine.
* Map service provision in country and assess the quality and age- and gender-responsiveness of services, identifying areas where Plan International could provide additional support.
* Represent Plan International in the GIE Working Group for the Ukraine Crisis. Support partner organsiations representation in interagency working groups and coordination fora.
* Provide input to the development of ongoing emergency response plans and proposals.
* Represent Plan International with Government departments, in-country donors, UN agencies and peers.
* Identify in-country referral mechanisms and identify opportunities for Plan International to support or strengthen.
* Support Information Management, communications, and advocacy efforts to ensure that gender and inclusion is integrated in relevant products (incl. SitReps).
* 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

Internal

* Global Hub Gender in Emergencies Technical Lead
* Programme technical leads.
* Ukraine Hub
* National Organisations
* Global Hub departments (including humanitarian, finance, legal, funding)

External

* Inter-agency Cluster Coordination Groups
* Local NGOs and Civil Society Organisations
* UN Agencies
* Institutional Donors and Host Government

Technical expertise, skills and knowledge

**Essential**

* University degree or appropriate work experience in gender studies or a field relevant to emergency response.
* 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 (eg 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 language skills. Ukrainian, Polish, Romanian, or Russian language skills highly desirable
* Excellent skills in writing funding submissions and donor reports

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

Based remotely, working in a virtual hub. Required to travel to operational locations on a regular basis, sometimes at short notice.

Level of contact with children

Mid to high-level contact