



Job pack: Gender and Peace Building Advisor

Job Name	Gender and Peace Building Advisor
Employer	VSO Myanmar
Duration	12 Months with start date July 2019
Job purpose	<p>The Gender and Peacebuilding Advisor will provide technical support to partners' organization to deepen understanding, enhance programme quality and delivery and empower women and men to engage in peacebuilding in communities. The volunteer will support partners to identify and implement innovative and conflict-sensitive approaches to peacebuilding and roll our women-led peacebuilding initiatives. The Volunteer will work with different level of stakeholders involve working closely with partner organizations providing technical support to peacebuilding including design, method, approaches, advocacy, and gender sensitive integration of peacebuilding programme. S/he will work with CSOs, government and other institutions to strengthen partnerships for integrating peace building policies and practices in development initiatives.</p> <p>The Volunteer will be based in Shan and travels to all program areas.</p>

Contents:

1. Description.....	2-3
2. Personal Considerations.....	4
3. Background and contextual Information.....	5

1. Job Description

Responsibilities	Key Performance Indicators	Competencies	Skills and Knowledge
<p>Gender and Peace building Technical Support The Volunteer will build capacities (through mentoring, facilitation and technical support) of partner organization and institutions to develop, implement, monitor and evaluate gender sensitive peace building strategies, policies and programme to ensure security, social protection and inclusion of marginalized people including people with disability, women, girls, ethnic, religious and sexual minorities. S/he will explore innovations and alternatives to conflict-sensitive and inclusive peacebuilding.</p> <p>The volunteer will promote gender mainstreaming and peacebuilding to promote voice of and meaningful participation of women, poor and marginalized in peacebuilding processes.</p> <p>Developing Gender and Peacebuilding Resources: Develop tools, frameworks and resources to enable better understanding, analysis and integration of gender into peacebuilding. S/he will develop and support the proposal to empower women participation and peacebuilding and establish minimum gender standards in all their programmes to ensure inclusion. Identify existing resources and develop IEC materials to support awareness, mobilization and engagement of women in peace and development initiatives</p> <p>Capacity building on gender and peacebuilding The Volunteer will train, mentor and coach partner and their staff, community volunteers to promote gender equality and peace building. S/he will develop training, mentoring materials to support women and men at community levels to engage in peace building initiatives.</p>	<p>Working closely with the Programme Managers in VSO and Partner team, volunteers, and core approach team , the volunteer will ensure that:</p> <ul style="list-style-type: none"> • capacity building plan, training conducted for partner staff and relevant stakeholders • IEC and communication materials development regarding gender and peace building • needs of partners are determined, and relevant support provided • Development and review of gender sensitive peace strategy and policies 	<ul style="list-style-type: none"> • Building and Sustaining working relationships The social skills to build and actively maintain working relationships that foster teamwork and collaboration with others for the benefit of a common goal. • Open Minded and Respectful A non-judgemental approach that values other people and culture. • Seeking and Sharing Knowledge Recognition that learning is a two-way and continuous process. • Facilitating Positive Change The ability to analyse problems and develop lasting solutions in line with VSO approaches. • Adaptability A flexible approach and the ability to adapt behaviour to different situations. • Resilience The self-confidence to work with a variety of situations, 	<p>A University degree in Social Sciences, Gender, Peace building, International Development, or related field. A minimum of more than seven years professional experience in a related sector or context (e.g., Conflict sensitivity, Gender, Peace building, Inclusion, Women Empowerment and Development etc)</p> <p>Experience and demonstrated results in peacebuilding and integrated gender in programming, in a developing country context</p> <p>Demonstrated understanding of issues and challenges related to conflict, women, ethnic and religious minority.</p> <p>Experience in advocacy and/or influencing a range of decision-makers e.g. national governments, intergovernmental organisations, UN organisations.</p> <p>Excellent communication and social skills, the ability to work closely with a variety of stakeholders in a developing country and non-English speaking context.</p> <p>Ability to work independently as well as with multiple stakeholders in a time-pressured environment.</p> <p>(Desirable)</p> <ol style="list-style-type: none"> 1. Demonstrated success in engaging with and mobilizing communities related to gender and peace building

Responsibilities	Key Performance Indicators	Competencies	Skills and Knowledge
<p>Networking, Alliance building and Policy Engagements: Identity and build linkages with relevant networks/platforms, institutions and stakeholder, including community of practice, on peacebuilding. Support partners to engage with diverse stakeholders and represent the voices of people with disability, women, and youth in disadvantaged and ethnic communities in peace and reconciliation processes.</p>		<p>diverse people and ambiguity.</p>	<ol style="list-style-type: none"> 2. Ability to work both as team member and independently. 3. Proven ability to create and maintain effective working relationships with high level stakeholders 4. Experience in capacity strengthening. Training and advisory work 5. Experience of Monitoring and evaluation, particularly of advocacy projects 6. Awareness and sensitivity of political/socio-cultural context of Myanmar and wider South East Asian region

2. Personal considerations

In addition to the job description, the following information should be used when considering whether a placement is suitable for you.

Personal health considerations

If you have a significant current or past medical condition and/or you have general concerns about staying healthy as a volunteer, please use this information to assess whether this placement will be suitable for you.

The role is suitable for people with no history of pre-existing medical conditions that require routine health care management. Because of the need to work in mostly rural settings, good quality social services will be limited. The job may also require working under pressure occasionally to meet deadlines, although the job holder will have opportunity to rest and leave as standard provisions allow at VSO. Food provisions will typically be based on local staple foods and therefore specific food preferences with a long shelf life will have to be purchased from the city or nearby bigger towns in advance.

All volunteers require medical clearance from a VSO medical adviser before they are able to take up a placement with VSO. Occasionally, VSO may consider that this placement is too great a risk for you in terms of your personal health and you would be advised to consider a different placement. For further guidance about medical assessment and volunteering with a medical condition please see the [frequently asked questions on VSO website](#).

Access to medical care and support

The standard and quality of local medical care and support available at this placement will depend on its location within the country. Health facilities are likely to be more poorly resourced in rural areas in terms of medical expertise, equipment, infrastructure and regular supplies of medication. However, this may not be the case in the capital city or in a larger town, where in some countries there may be a reasonable standard of medical care. The following gives you an indication of where the placement is in relation to the country office and how easy it would be to make the journey if you were ill. Extra care just like in any other situation will be necessary in matters of security. This placement will be in either Nairobi, Pretoria, Bangkok or Kingston - UK.

If you wish to discuss your personal circumstances or health concerns in confidence with VSO's medical team before you apply for this placement please contact medical@vsoint.org.

Accompanying partner or family: If you have a partner or children who are planning to accompany you to your placement, please use this section to assess whether this placement will be suitable for you.

Accommodation for the placement will vary between the various training sites, but where possible accommodation for families will be sought. VSO Myanmar would be keen to ensure that candidates with families have equal opportunity to come if possible. Visas are available for accompanying partners and children, although school facilities will be of poor or variable quality beyond Yangon.

Motorcycle requirements

You may wish (it is optional) to ride a motorbike as a pillion passenger as part of this placement, although it will not be essential. If you would like to ride a motorbike as a passenger, please bring a helmet meeting VSO's standards. Most volunteers will find a bicycle sufficient.

Security information

Most of Myanmar is a very safe. There is still some conflict around the periphery, but international volunteers' movements into such areas are restricted. For more rural placements the risk of snakebite and scorpion bite are present and Dengue fever is a country wide risk. Malaria risk is variable depending on location, and where it is of high risk the volunteer will be recommended to take anti-malarial prophylaxis.

1. Background and contextual information

VSO is an international development organization with over 58 years of experience working with volunteers to eliminate poverty. VSO has been in Myanmar for just over two years but our work is still in its initial phase. This post will enable us to significantly extend our work in core approach development, particularly around capacity building in gender and social inclusion, advocacy and will be of significant reputational value to VSO's programming in all sectors.

.....

Further information on VSO's work in each of the countries we work in can be found on the [VSO website](#).