



## Job pack: Gender, Peace building and Social Cohesion Advisor (National Volunteer Role)

<b>Job Name</b>	Gender, Peace building and Social Cohesion Advisor
<b>Employer</b>	VSO International
<b>Duration</b>	12 Months with start date July 2019
<b>Job purpose</b>	<p>The Gender, Peace building and Social Cohesion Advisor will provide overall technical support to VSO and partner's organization. The volunteer will promote inclusive peace building and inter-communal harmony and cohesive society. S/he will facilitate the integration of gender, peace and social cohesion to support existing and coming projects in the area of good governance, social protection and how to empower peace in ethnic diversified. The volunteer will enhance and develop peacebuilding strategies, social protection tools, gender and inclusion sensitive policies and procedures together with good governance and accountable approach. The Volunteer will lead, and facilitate peacebuilding and social cohesion including design, method, approaches, and advocacy in gender sensitive approach. S/he will work with CSOs, government and other institutions through the engagement in coordination with recent volunteers and Program Manager to strengthen the tolerance, conflict sensitivity and resilient society.</p> <p>The Volunteer will be based in Mon and travels to all program areas.</p>

### Contents:

1. Job 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><b>Gender, Peace building and Social Cohesion Technical Support</b>            The Volunteer will strengthen and build capabilities and capacities (through mentoring, facilitation and technical support) of partner organization and institutions in gender, peace building and social cohesion in relation to the development of strategies, policies and programme to eliminate and reduce exclusion of marginalized people including people with disability, women, girls, ethnic, religious and sexual minorities.</p> <p>The volunteer will enhance women participation in peace building process, building resilient and harmonious society together with partner organization.</p> <p>The volunteer will develop, learn and share good practice and framework of promoting trust and building cohesive society in ethnic minority and conflict zone.</p> <p>The volunteer will encourage and facilitate community-based dialogue on peace building and develop learning platform for community in gender, peace and social cohesion.</p> <p><b>Developing the related Resources:</b>            The volunteer will develop contextualized and lead and facilitate community based assessment, training, tools, frameworks and resources to enable better understanding on peace and of social cohesion. S/he will develop and support the community to empower gender mainstreaming in peace building. S/he will help and facilitate the program and project to be contextualized in resource development.</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"> <li>• Diversified ethnic community needs and local good governance enhanced with women empowerment, and gender equality</li> <li>• capacity building plan, training conducted for partner staff and relevant stakeholders in relation to social cohesion, protection, and peace</li> <li>• IEC and communication materials development regarding good governance, gender and peace building</li> <li>• needs of partners are determined, and relevant support provided</li> <li>• Development and review of gender sensitive social cohesion strategy and policies</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Building and Sustaining working relationships</b>                The social skills to build and actively maintain working relationships that foster teamwork and collaboration with others for the benefit of a common goal.</li> <li>• <b>Open Minded and Respectful</b>                A non-judgemental approach that values other people and culture.</li> <li>• <b>Seeking and Sharing Knowledge</b>                Recognition that learning is a two-way and continuous process.</li> <li>• <b>Facilitating Positive Change</b>                The ability to analyse problems and develop lasting solutions in line with VSO approaches.</li> <li>• <b>Adaptability</b>                A flexible approach and the ability to adapt behaviour to different situations.</li> <li>• <b>Resilience</b>                The self-confidence to work with a variety of situations,</li> </ul>	<ul style="list-style-type: none"> <li>• A University degree in Social Sciences, Public Policy, 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)</li> <li>• Experience and demonstrated results in peacebuilding and integrated gender in programming, in a developing country context</li> <li>• Demonstrated understanding of issues and challenges related to conflict, women, ethnic and religious minority.</li> <li>• Experience in advocacy and/or influencing a range of decision-makers e.g. national governments, intergovernmental organisations, UN organisations.</li> <li>• Excellent communication and social skills, the ability to work closely with a variety of stakeholders in a developing country and non-English speaking context.</li> <li>• Ability to work independently as well as with multiple stakeholders in a time-pressured environment.</li> </ul>

Responsibilities	Key Performance Indicators	Competencies	Skills and Knowledge
<p><b>Promoting capacity building on gender, peacebuilding and social cohesion</b>  The volunteer will conduct capacity building and promoting inclusive peace building and inter-communal harmony and integration, Community dialogue, learning and engagements. The Volunteer will work with other volunteers, community and partners to facilitate context analysis, reviews and reflections to conflict and how to build social cohesive society. S/he will produce and facilitate to develop case studies with thorough analysis of a situation and focus on gender, peace and social cohesion.</p> <p><b>Networking, Alliance building and Policy Engagements:</b>  Identity and build linkages with peace and gender networks, alliances and stakeholders including EAOs, Government, CSOs, empower local governance, conflict sensitivity, peacebuilding. Explore community of practice on peace building and gender equality with strong emphasis on people with disability, women, and youth in disadvantaged and ethnic communities.</p>		<p>diverse people and ambiguity.</p>	<p>(Desirable)</p> <ul style="list-style-type: none"> <li>• Demonstrated success in engaging with and mobilizing communities related to gender and peace building</li> <li>• Ability to work both as team member and independently.</li> <li>• Proven ability to create and maintain effective working relationships with high level stakeholders</li> <li>• Experience in capacity strengthening. Training and advisory work</li> <li>• Experience of Monitoring and evaluation, particularly of advocacy projects</li> <li>• Awareness and sensitivity of political/socio-cultural context of Myanmar and wider South East Asian region</li> </ul>

## 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

The volunteer will need to be physically fit and healthy as the work will be stressful and there will be limited opportunity for relaxation.

Conditions in the district towns in affected areas may be fairly basic, and it will require a willingness to tolerate the conditions – which in some cases could include having to live in a tent, and may require working long hours.

It will be difficult to cater for specialized diets and the variety of food will be limited.

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. 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.

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](mailto: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.

This placement does not have provision for accompanying partners.

### 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

Parts of Myanmar are safe, but conflict and threat of conflict does exist. For more rural placements, snake and scorpion bites pose a risk. Risk of Dengue is country-wide, while risk of Malaria depends on the location. Volunteers will be given relevant medical (including vaccines and the need for other preventive medication) and general security advice upon deployment.

## 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](#).