

POSITION DETAILS

Position Title: Senior GESI and Advocacy Specialist (National position)

Location: Kathmandu, Nepal, with travel to districts

Department: Program

Report to: Deputy Chief of Party

Project: Hamro Samman

Duration: Starting immediately till January 11, 2024

POSITION SUMMARY**Position Purpose:**

The purpose of Senior GESI and Advocacy Specialist is to ensure GESI mainstreaming in project cycle and lead evidence-based advocacy in Hamro Samman Project. The Senior GESI and Advocacy Specialist will work closely with program team, M& E and implementing partners to ensure GESI aspects in program design, implementation, monitoring and reporting. Further, the position will be responsible for model shelter partnership management, technical assistance and oversight of model shelter. will also promote and undertake discussion on best practices and learning with external stakeholders on GESI, advocacy and shelter practices.

Position Overview:

The Senior GESI and Advocacy Specialist is technical lead and responsible for Winrock/Hamro Samman work to ensure gender equality and social inclusion (GESI) including incorporate TIP survivor's concerns in different states of project cycle; program planning, implementation, monitoring and reporting. This position requires liaising with program implementation team, M& E staff and provide strategic guidance for GESI mainstreaming and advocacy initiatives during cost extension period. The Position initiates capacity building activities on GESI and advocacy with the close collaboration with AES and Survivor networks. The position represents Hamro Samman in external forum in regard to the advocacy and GESI concerns.

POSITION RESPONSIBILITIES**MAJOR RESPONSIBILITIES****GESI mainstreaming.**

- Lead the development and implementation of an evidence-based gender equity and social inclusion analysis and accompanying action plan.
- Work with Technical Leads to ensure that activities are designed and implemented in accordance with the program's gender equity and social inclusion action plan and address gender- and other inclusion-specific considerations, needs and gaps.
- Support gender and social inclusion integration in the workplans of the program outcome areas and partnership agreements as appropriate.
- Provide technical guidance and oversight to program activities that promote gender and inclusion-responsive approaches in all CTIP interventions.

- Collaborate internally and externally to synthesize, share, and apply learning methods that promote gender equity and social inclusion; and create greater opportunities for inclusive participation.
- Provide technical advice and training to program staff and partners related to gender equity, social inclusion, including in the design of pilots' interventions for model shelter through GESI lens.
- Support the MEL Lead to plan the collection, analysis, and reporting of relevant data, including reporting on all sex, ethnicity and age-disaggregated data. Ensure that gender and social inclusion outcomes and impacts (intended and unintended) are captured and reflected on reports.

Program design, implementation, monitoring, and reporting:

- Design and lead formulation of strategies and activities for model shelter to support counter trafficking in persons (CTIP) efforts.
- Represent Hamro Samman and provide overall technical support to build model shelter and its activities implementation.
- Prepare and integrate a measurable and time-bound workplan indicating concrete results and interventions for model shelter.
- Monitor and document the outcomes of the model shelter workplan, highlighting good practices, lessons learned and ways forward.
- Integrate model shelter engagement strategies across the program in collaboration with CTIP technical and implementation Coordinators, Private Sector Engagement Specialist, Program Implementation lead, Communications, grant management and M&E.
- Ensure oversight to conduct strategic advocacy with the national level stakeholders, including the policy makers, AHTB, NHRC, NCCHT, media and civil society on shelter home minimum standards and practices in relation to promote model shelter.
- Liaison and collaborate with the monitoring and evaluation team by ensuring review of program narrative and financial reports, monitor activities, and provide quality analysis and reporting.
- Review partner's monthly and quarterly planning and reporting

Evidence based advocacy:

- Strengthen CSOs and survivor network capacity for evidence-based advocacy on research findings.
- Facilitate strategy development for AES and TIP survivor network coordination with CSOs partners
- Liaison and collaborate with CSOs, survivors, law and governance unit in Hamro Samman to contextualize research findings as advocacy tool for TIP policy reform.

Finance and budget management

- Work collaboratively with other components with integration approach in budgeting and reporting.
- Carry out monthly budget reviews with the team and with the sub grant partners and check budget overlaps or omissions across the objectives.
- Support team to monitor their budgets accurately to flag issues of spending in a timely way.

Knowledge Management

- Monitor the model shelter initiative, identify best practices, lesson learned and way forward and documentation for wider sharing.

- Monitor and documentation GESI mainstreaming approach and practices in Hamro Samman and included them donor reporting.

Donor Relations:

- Ensure donor compliance on all program outcomes.
- Ensure donor reporting as per prescribed format on time.
- Respond to queries and comments from the donor in relation to GESI, safeguarding and model shelter.

Team Collaboration

- Work with a team with a particular focus on connecting trafficking survivors and people at risk to private sector initiatives, legal aid, and advocacy.
- Ensure support and training to other staff and partners in GESI, safeguarding, advocacy through workshops, orientations, seminars, and meetings, where necessary.
- Oversee and ensure that shelter partner collaborates with CSOs, private sector, government and other Winrock team for effective model shelter operate.

External Liaison and Networking:

- Establish and maintain strong relationships with USAID GESI working group, AIN GESI working group and relevant government.
- Develop and maintain liaison with government and civil society actors.
- Networking and collaboration with likeminded organization, partners, and forums.

Other duties as assigned.

POSITION QUALIFICATIONS

Education: bachelor's degree in international development, education, gender and inclusion, sociology, or related fields.

Technical:

- Minimum of 5 years of progressive experience in social inclusion programming and advocacy, such as youth and women's' empowerment, inclusion of persons with disabilities, and inclusion of minority populations
- Advanced knowledge about advocacy and GESI policies and context in Nepal
- Excellent conceptual and theoretical understanding of human trafficking in foreign labor migration and adult entertainment sector
- Advance knowledge of shelter home practices in Nepal and TIP survivor's right and dignified reintegration.
- Proven ability to incorporate research findings into evidence-based policy advocacy.
- Proven experience in designing and implementing capacity building programs around GESI, advocacy, and strategy development.

Computer/Technical Skills:

- Computer literate in word processing, spreadsheet, presentation software, video conferencing

Communication Skills:

- Strong presentation and facilitation skills, with the ability to represent the project in public forums.

- Strong management, communication, and negotiation skills and the ability to connect with diverse stakeholders.
- Excellent written and oral communication skills in English and Nepali.

Required Travel:

- Readiness to travel as project required.

Position-Specific Skills:

- Commitment to the principles of inclusive approaches to programming that encourages full participation of individuals regardless of gender, disability status, ethnicity, religion, sexual orientation, gender identity or other marginalized status.
- Knowledge GESI programming under counter trafficking in persons, human rights, labor rights, migration, governance and gender equality and social inclusion.
- Ability to work collaboratively with a wide range of stakeholders and influence using a variety of different styles, considering cultural differences.
Strong communication, writing, and public speaking skills.
- Strong management, communication, and negotiation skills with ability to coordinate and liaise with multiple partners and stakeholders.
- Strong networking and advocacy skills to influence gender responsive and survivor centric program and policy development.

Physical Demands:

- Office environment with continual sitting including travels to districts.

Winrock is an equal opportunity employer. We are committed to providing equal employment opportunity for all people and value diversity and inclusiveness. Winrock recruits, employs, trains, promotes, and compensates regardless of race, color, religion, sex, gender, gender identity, gender expression, sexual orientation, national origin, ancestry, citizenship, age, physical or mental disability, medical condition, family care status, or any other basis protected by law.

At Winrock we have a clear mission: Empower the disadvantaged, increase economic opportunity, and sustain natural resources through unwavering dedication to accountability, equity, innovation, integrity, and transformation.

Winrock knows that its success comes from the hard work and steadfast dedication of its diverse workforce. Winrock remains committed to maintaining diversity, inclusion, and equity across the entire organization.

All employees should adhere to USAID, and Winrock International's code of ethics, and specifically child safeguarding and trafficking in persons provisions covered in the project agreement.

TO APPLY:

The deadline for submission of applications is **Friday 16 June 2023**. However, applications will be reviewed on a rolling basis and Winrock/HS reserves the right to make an offer prior to the closing date for applications. Applicants are thus encouraged to submit their applications at the earliest opportunity. To apply, please submit your application by email, referencing in the subject line **"Application for Senior GESI and Advocacy Specialist"** to hamrosammanjob@winrock.org

Only short-listed candidates will be contacted.