



## JOB ADVERTISEMENT: GENDER OFFICER (1 POSITION)

### Background

TTWCA is a landscape community-based organization established in 2013 with the mandate to support the development of wildlife conservancies and other related economic activities among its members for improved livelihoods and coordinate sustainable management of the Tsavo ecosystem. TTWCA also serves as a landscape umbrella body for the 33 conservancies/ranches covering approximately 1 million acres within the larger Tsavo landscape. The conservancies/ranches form a migratory corridor for the Tsavo National Park which is 5.8 million acres.

### About the role

The Gender Officer will be responsible for supporting projects within the Gender, GBV Thematic area, youth inclusion and women empowerment through development of enterprising opportunities. S/he will lead and coordinate the implementation of TTWCA's gender strategy and efforts to promote gender equality and GBV prevention internally and across its members. The Gender Officer will work as part of the team, developing and implementing a range of programmatic activities under the relevant portfolio. S/he will also represent TTWCA in technical discussions and thematic meetings of relevance to the portfolio. Specific responsibilities will include, but are not limited to providing policy advisory services, programme development services; project assurance and oversight while fully supporting the end-to-end project implementation process, advocacy as well as partnerships and resource mobilization.

### Contract Duration: 2 Years

### Key responsibilities

#### Summary of Key Functions:

- Advocate for the inclusion of gender equality and women's and Youth empowerment issues and GBV prevention within TTWCA programming and in Government policy in the country.
- Provide strategic advice and technical support to the office of the CEO to help ensure delivery of Women's and youth related issues.
- Provide strategic advice and technical support to TTWCA and other strategic partners including government to help integrate gender and youth into policies and programmes.

- Develop networks and partnerships with appropriate Government Ministries and officials, civil society and other stakeholders for gender equality and women's and youth empowerment in relation gender strategic priorities in the County.
- Contribute to the development of TTWCA's annual work plan, ensuring alignment to gender equity results with program approach and achievement of annual target gender related indicators.
- Coordinate the Taita Taveta Conservancies Women Forum as a platform for empowering women to participate in conservancy leadership and to influence outcomes across TTWCA member conservancies/ranches.

## Duties and Responsibilities

### 1. Advocacy, strategic advice and technical support to Gender and youth program

- Advise and support TTWCA and other local actors in the development and implementation of laws, plans, policies, and budgets, in line with international and national commitments on gender equality and the empowerment of women and girls; and in support of mainstreaming national gender equality priorities into legal frameworks and other existing organizational policies.
- Provide technical inputs into, TTWCA, County and other local players planning and programming processes and similar exercises, including Joint gender and youth Programmes, in order to ensure that gender concerns are clearly reflected and mainstreamed in all processes and levels.
- Identify and advise on entry points for new initiatives to strengthen local capacities for gender equality and to support the advancement of women's empowerment and gender equality in the County.
- Manage the process of collecting and sharing lessons learned on gender equality and women's empowerment in order to identify lessons learned in relation to areas of strategic priority to guide improvement to attention to gender concerns in TTWCA and partner programs.
- Manage the process of review, implementation, and monitoring of the TTWCA gender strategy.
- Take lead in documentation of lessons learnt and best practices on gender and support in the development of gender related tools and communication.
- Support the implementation of a TTWCA safeguarding policy for all staff and related personnel.
- Guide and support the development and implementation of a safeguarding policy in the conservancies/ranches.

## **2. Strategic advice and technical support to the women and youth livelihood support program**

- Lead in supporting the development of livelihood support interventions that will aim at improving women and youth income.
- Provide technical support in building capacity for women and youth around enterprise development.
- Provide technical support in identifying diversified livelihood options for women and youth in the landscape.

## **3. Networks, partnerships, and donor relations**

- Support TTWCA in coordinating gender to contribute to strategic and policy discussion on gender equality, and women's empowerment issues in the County.
- Represent TTWCA in international, regional and national conferences and meetings and advocate Women's policies and initiatives in advancing gender equality and women's empowerment.
- Analyse and research information on donors, preparation of substantive briefs on possible areas of cooperation, identification of opportunities for women and youth in the County
- Proactively and substantively support and implement resource mobilization activities for fund raising for new projects in coordination with the program officers.

## **4. Planning and management of activities**

- Prepare donor proposals and reports to ensure quality compliance with requirements as per established grant agreements, regulations, and other standards.
- Prepare analytical and regular progress reports to donors.
- Ensure the appropriate utilization of gender and youth resources approved and allocated to activities,
- Any other duties as assigned by the supervisor.

## **Required Qualifications and Experience**

- A University Degree in Gender studies, Development studies, Environmental community development or other relevant social sciences.
- At least three years' relevant practical experience in gender and, preferably GBV Programming.
- Experience of training and other capacity building approaches.

- Awareness and sensitivity regarding gender issues including gender and power norms.
- Knowledge and experience in community approaches to transforming social norms.
- Experience of managing and reporting international donor funded projects is an added advantage.
- Proposal writing skills is added advantage.
- Knowledge and understanding of Taita Taveta conservancies/Ranches, is an added advantage.

### Required Skills

- Strong interpersonal skills: Ability to work independently with minimal supervision and a team player.
- Strong facilitation skills: Ability to facilitate sensitive gender related discussions with peers and community members.
- Ability to work effectively under pressure and to interact effectively with the Taita community.
- Good report writing
- Good organisational, communication and management skills.

### Application procedure

Interested and suitable candidates should submit their CV and testimonial certificates on or before **21<sup>st</sup> February 2023** to:

Email: [jobs@ttwcaKenya.com](mailto:jobs@ttwcaKenya.com) CC: [info@ttwcaKenya.com](mailto:info@ttwcaKenya.com)