

CARE Deutschland e.V. is currently recruiting a

Gender and Protection Manager - Iraq

Duty Station: Dohuk, Iraq, with travel to other locations in Iraq

Starting Date: as soon as possible

Duration of Contract: One year with possible extension

Reporting Lines/Line Management: Assistant Country Director - Programmes

Job Summary:

The Gender and Protection Manager will be the sector lead for the gender, protection and GBV programmes in Iraq. The incumbent will provide strategic leadership for the sector for programme development, implementation, monitoring and evaluation and will ensure the smooth delivery of the sector's portfolio. The role of the incumbent encompasses stand-alone programming as well as mainstreaming of gender and protection and integration of GBV to the other sectors, including WASH, health and livelihoods.

Technical Program Development and Management

- Lead the project design and writing for gender, protection and GBV, including Women, Peace and Security
- Manage the sector staff, including a Gender and Protection Officer at Dohuk and field staff to ensure smooth implementation of the projects.
- Support the country office in implementation gender and protection related components of the country office
- Conduct regular and frequent programme support visits to all programme locations with the aim of providing programmatic directions and support to gender and protection staff and relevant partners in terms of programme delivery, donor compliance and programme implementation
- Establish key internal and external contacts, including country office staff and partners with an understanding of the main issues related to protection and GBV dynamics and trends in the affected population
- Represent CARE in relevant internal and external local, national and international coordination platforms, including Protection Cluster and GBV Sub-Cluster
- Support CARE Iraq's regular and appropriate use of the Gender in Emergencies approach, including the Rapid Gender Analysis (RGA)

Programme Quality

- Provide technical direction and leadership, ensuring CARE's programmatic expertise in Gender and Protection (and particularly in crisis-affected settings) is translated to the Iraq context
- Facilitate the development of quality, gender-sensitive, and impact-focused G&P strategies and interventions in Iraq
- Provide standard technical guidelines, help develop mechanisms, identify gaps and provide capacity building of CARE Iraq's staff
- Nurture and support existing partnerships and develop new ones (especially with women-lead and women rights local organizations) to continue and replicate work for the improvement of program quality and impact in Iraq
- Act as the advocacy focal point for the country office, and be ready to influence policy and practice through analysis and advocacy in coordination with key stakeholders
- Ensure that CARE's gender and protection programmes are in compliance with donor contractual obligations and that all reporting is of good quality and completed in a timely manner.
- Collaborate with the Monitoring, Evaluation, Accountability and Learning teams to ensure development of relevant and quality data collection frameworks and toolkits.
- When required assist other sector staff to design projects that mainstream gender and protection at minimum.

Financial Management

- Ensure development of cost effective and realistic budgets and monitor the gender and protection project expenditure to ensure budgets are adhered to.
- Regularly review the BvAs and ensure timely spending of the budget lines.

Qualifications:

Essential:

- Bachelor's degree in Social Studies, Gender Studies, Human Rights, International Humanitarian law or related field. Master's degree preferred.
- Minimum 5 years (International Experience) of progressive and substantial experience leading gender/GBV and protection sector programming in humanitarian contexts (experience complex protracted emergencies and in development settings is an added value)
- Previous experience on protection/GBV in medium-large scale emergencies (three years minimum).
- Proven experience in designing and managing gender, protection and GBV projects.
- Familiarity or experience with Gender in Emergencies (GiE) approach of CARE.
- Proven staff management experience with experience in motivating teams to work to achieve a common goal.
- Proficient analytical skills that demonstrate an understanding of the current concepts, priorities, and issues in programme monitoring, data collection and evaluation.

- Fluency in written and spoken English.

Desirable:

- Arabic language skills
- Knowledge of the Iraq and Middle Eastern context
- Experience and knowledge working with PeopleSoft financial system

Key Attributes

- Commitment to humanitarian principles and action.
- Technical expertise on Protection and GBV mainstreaming and Gender Equality, with experience of applying these concretely to specific humanitarian program sectors, plans, policies and processes
- Strong understanding of inter-agency coordination systems
- Knowledge of training tools and methods and proven experience delivering training on protection and GBV-responsive programs or GBViE (Gender Base Violence in Emergencies)
- Sensitivity to cultural differences and gender issues, as well as the commitment to equal opportunities
- Commitment to CARE's safeguarding policies to ensure all people who come into contact with CARE are as safe as possible
- Ability to influence and liaise effectively with key stakeholders and representation in high profile environments.
- The ability to meet agreed deadlines in a stressful and fast paced environment
- Ability to challenge, motivate and develop a team through periods of programme change.
- Ability to work with significant levels of autonomy and make prompt and sound decisions.
- High-level interpersonal and communications skills.

About CARE

CARE International (CARE) is a non-religious, non-political international development and humanitarian organization, dedicated to fighting global poverty. CARE works in around 100 countries globally, engaging diverse partnerships to support communities to overcome poverty through development projects and delivers humanitarian assistance. CARE programmes address social injustice whilst placing women and girls at the core of programming in order to create sustainable positive change in poor communities. CARE is an equal opportunity employer irrespective of nationality, religion, ethnicity, caste or gender.

CARE established its presence in Iraq in 2014 to provide relief and development assistance to vulnerable populations affected by conflict. The core sectors of CARE Iraq's work encompass WASH, Sexual Reproductive and Maternal Health services, Livelihoods, Gender and Protection.

Accountability within CARE

A commitment to CARE values and CARE's integrity framework is critical to working with CARE. Any candidate offered a job with CARE will be expected to adhere to the following key areas of accountability:

- Comply with CARE's policies and procedures with respect to safeguarding, code of conduct, health and safety, confidentiality, do no harm principles and unacceptable behaviour protocols.
- Report any concerns about the welfare of a child or vulnerable adult or any wrongdoings within our programming area.
- Report any concerns about inappropriate behaviour of a CARE staff or partner.

Safeguarding

Children and vulnerable adults who come into contact with CARE as a result of our activities must be safeguarded to the maximum possible extent from deliberate or inadvertent actions and failings that place them at risk of abuse, sexual exploitation, injury and any other harm. One of the ways that CARE shows this on-going commitment to safeguarding is to include rigorous background and reference checks in the selection process for all candidates.

Gender equality

CARE International in Iraq is committed to meeting the standards of the CARE International Gender Policy (2019). Through this policy, CARE seeks to promote the equal realization of dignity and human rights for girls, women, boys and men in all diversities, and the elimination of poverty and injustice. Specifically, this policy seeks to improve the explicit incorporation of gender in programmatic and organizational practices.

How to Apply

Please send your complete application package (CV, motivation letter, references) **only in English** to Ms. Judith Berger at application@care.de, no later than **1 February 2022**. Applications will be reviewed on a rolling basis.

Women candidates are strongly encouraged to apply.

Please note that only shortlisted candidates will be contacted. References will only be contacted after an interview.