

JOB OPPORTUNITY –GENDER AND ADVOCACY OFFICER

1.0 INTRODUCTION:

Integrated Disabled Women Activities-IDIWA is a voluntary non-governmental organization promoting human rights of Women and People with Disabilities, and other vulnerable groups in Uganda. IDIWA envisions and inclusive society in which human rights, citizenship and potential of Women and People with Disabilities and other vulnerable groups are respected. IDIWA's mission is to empower Women and People with Disabilities to improve their standard of living.

The current advocacy objectives focus on equitable access to and utilization of disability friendly Sexual and Gender Based Violence (SGBV) services by Women and Girls with Disabilities in Mayuge District, and accelerating access to Disability friendly Sexual and Reproductive Health Services –SRH for Women & Girls with Disabilities, using uniquely active and participatory tools that promote SRH Education and Gender rights.

IDIWA is an equal opportunity employer, and does not discriminate anybody on any grounds including disability or zero status.

The successful candidate shall be required sign up to IDIWA child protection protocols.

2.0 JOB PURPOSE:

The position reports to the Program Manager and is responsible for:

- 1) Coordinating and communicating IDIWA Sexual Gender Based Violence –SGBV Advocacy Strategy.
- 2) Engaging partners and positively influence decision makers in line with IDIWA SGBV Advocacy objectives

3.0 SPECIFIC RESPONSIBILITIES:

The Employee shall perform and bear the following duties and responsibilities:

1. Coordinate SGBV advocacy and communication efforts

- i. Develop and internally communicate IDIWA SGBV/SRH Advocacy Plan.
- ii. Ensure the programme is consistently using uniform messages from the SGBV Advocacy Plan
- iii. Organize events, meetings and campaigns to ensure that the SGBV/SRH advocacy plan is active and moving forward.
- iv. Collect and document project change stories for sharing, learning and advocacy including on-line advocacy.
- v. Create a map of partners in the areas of each objective of advocacy plan

Engage partners in line with the advocacy and communications objectives and positively influence decision makers.

Ensure there is continuous information flow on advocacy events, meetings, initiatives between IDIWA and other key SGBV/SRH players.

Support the development of community radio programmes and ensure they are of high quality and in line with project and programme targets

Ensure effective communication between IDIWA and its partners.

2. Capacity Development for Gender Equality and Women Empowerment

- i. Provide technical support to IDIWA management and SGBV team to plan and implement SGBV activities throughout all IDIWA programs with a view of supporting project beneficiaries to advocate for services that protect them from violence.
- ii. Provide guidance and advice to the SGBV program management team on technical issues of GEWE mainstreaming in Local Government and project partners 'programs
- iii. Network and maintain dialogue with relevant stakeholders e.g. Government Institutions, National and International Development Organizations to ensure collaboration, synergy and sharing of experiences on gender issues
- iv. Initiate assessment and research activities at the community level to gather information and analysis on GEWE advocacy issues.
- v. Track progress and provide data on GEWE advocacy issues
- vi. Develop a plan to create awareness among staff and partner communities on how to lead the documentation and sharing of lessons on SGBV best programming practices
- vii. Lead the process of establishing an SGBV Network in Busoga sub-region
- viii. Lead training workshops for Busoga Sub-regional GBV Network members (including Women with Disabilities Organizations and Groups, Women Rights Organizations and Local Government line Departments.
- ix. Convene periodic meetings of the Sub regional SGBV Network, and media briefings on achievements, challenges and the way forward for the fight against SGBV in the sub region.
- x. Support preparation and dissemination of information on SGBV issues that are relevant to the Elimination of SGBV/AWGDs Project
- xi. Support monitoring, evaluation and reporting on SGBV by ensuring the collection of relevant baseline information and formulation of indicators that are sensitive to SGBV.
- xii. Support the process of handling SGBV cases with Local Council Courts, Police and Judiciary, including soliciting Pro Bono legal services for WGDs.
- xiii. Conduct training needs assessments and organize SGBV trainings for Women and Girls with Disabilities.

3. General

- i. Whenever possible undertake exciting and interesting initiatives to complement the impact of the project and programme.
- ii. Ensure that the work is carried out at all times with the utmost of privacy and confidentiality in accordance with the terms and conditions of employment.
- iii. Represent IDIWA at meetings with partners.
- iv. Commit to promoting equality in terms of race, gender, culture, sexual orientation, and disability so that IDIWA is recognized as an open and welcoming resource that challenges discrimination and works to address needs of disadvantaged groups.

- v. Commit to protection of Children and Vulnerable Adults in IDIWA protection protocols.
- vi. Undertake any other work that is requested for on-going IDIWA projects during the duration of the contract and which the management team deem that the officer has the skills to support and/or contribute to further development of the organisation.

4.0 QUALIFICATIONS

- i. A Bachelor's Degree in Development Studies (Gender), Sociology, or Mass Communication, with proven training on project planning and management.
- ii. At least 4 year's proven and progressive experience working on Advocacy, gender and women empowerment issues
- iii. Ability to build the capacity of staff and partners to deliver advocacy work.
- iv. Good networking and alliance building skills
- v. Knowledge of effective resource mobilization skills.
- vi. Fluency in English and Kiswahili.
- vii. Excellent Communicator orally and in writing.
- viii. Innovative, self-driven and team player

Interested applicants should send their intent letter (not more than 2 pages responding to major requirements), accompanied by resume with names and addresses of 3 professional referees (not more than 3 pages including day time telephone, and e-mail), and salary history by e-mail only to: idiwa2009@gmail.com, not later 3.00pm Wednesday 15th January 2020. Please indicate the reference on the Subject line as **GAD Officer - (Ref: IDIWA-GAD-2020)**.

Please **NOTE** that only shortlisted applicants will be contacted.