



GENDER AND CONFLICTS MANAGEMENT COORDINATOR VACANCY ANNOUNCEMENT

Organization	Adeso – African Development Solutions, www.adesoafrica.org
Position Title	Gender and Conflicts Management Coordinator
Reporting To	Economic and Livelihood Development Manager
Working With	Adeso Programs Team
Program/Duty Station	Nairobi or Somalia
Duration	Six (6) Months (With a Possibility of Extension)

ORGANIZATIONAL CONTEXT

Adeso, formally known as Horn Relief, is an expanding and vibrant African based international development and humanitarian organization. At Adeso, we work with African communities who are yet to realize their full potential; working inside these communities to create environments in which Africans can thrive. Our belief that economic, social and environmental security is the bedrock of a healthy community drives the nature and intent of our programming. We work to prevent and overcome situations that adversely affect community well-being by: reinvigorating the economy, developing skills for life and work, providing humanitarian aid, and influencing policy.

For the past 20 years we have strengthened rural livelihoods through environmental awareness, training, technology transfer and innovative humanitarian projects in pursuit of a peaceful, self-reliant, and greener future. Currently, Adeso has programs in Somalia, Kenya and South Sudan. Adeso is an exciting and dynamic organization experiencing managed rapid growth. It offers sound employment conditions with opportunities for personal growth and development.

POSITION SUMMARY

Adeso is implementing an Economic and Development, Youths' Skills Development and Enterprise Development Project in Afmadow and Bardheera in Jubaland state, Somalia. The project is an innovative response to the current situation in Somalia, with a low rate of youths' employment, a high rate of uneducated youths, low capacity in the community economic development as result of several protracted factors - conflicts, disasters and the long civil war in the country. The 15 months Economic and Livelihood Development, Enhancing Youths' Skills and Employment Project creation, is expected to contribute to the government vision of increasing the human capital, and economic and livelihood development in line with the National Development Plan.

Adeso is seeking a qualified Gender and Conflicts Management Coordinator to be based in Nairobi/Somalia with frequent travel to the project areas in Jubaland, Somalia. The incumbent will lead the initial participatory assessment on gender and conflicts issues in the project areas, develop the program guidelines on mainstreaming gender and conflicts in program implementation. The incumbent will build the capacity of the project team, the local authority and the partners on gender and conflicts management.



POSITION PURPOSE

- Program Vision
- Assessments and Guidelines Development
- Capacity Building
- Mainstreaming

SPECIFIC ROLES AND RESPONSIBILITIES

Program Vision

- Responsible for the strategic leadership in gender and conflicts management in programing, setting benchmark indicators and developing program guideline in this field. Developing the capacity of the local authority, the program partners and Adeso project team on gender and conflicts management and mainstreaming in the implementation process.

Assessments and Guidelines Development, Capacity Building and Mainstreaming

- Lead in the initial participatory assessment at the project locations, identify and documents the gender and conflicts parameters that are relevant to the project objective and the donor requirement.
- Develop the programing guidelines - simple, effective and easy to use field practical guidelines, with indicators and data collection tools for the project team while contributing to the organizational guideline and strategy on gender and conflicts management.
- Continuously monitor the implementation of the action plans, review the progress and adjust as necessary in order to realize the program requirement.
- Mainstream the gender and conflicts indicators and tools in the program MEAL systems, ensuring there is easy to use specific data collection tools, indicator tracker and reporting format for the thematic field.
- Identify staff capacity gaps on gender and conflicts management and provide tailored training and workshops on developing staff skills- that are appropriate to the program requirement.
- Identify knowledge and attitude gaps among the partners and the local authority and provide tailored capacity development through formal training, review workshops and joint working action plans that meet the project requirement.
- Identify program activities and in discussion with the project manager and the project team, mainstream gender and conflicts activity action plan into the day to day implementation of the project activities. ensure the mainstreaming is considered in all the project implementation phases- the development of the work plan, the project staff orientation, the community, local authority and partners' engagement, the project regular monitoring tools, MEAL systems /database and the project performance assessment-baseline and final external evaluations.
- Support preparation, documentation and dissemination of information related to the gender and conflicts issues relevant to economic and livelihood, development as well as vocational skills training and youth employment in the project areas.

SKILLS AND QUALIFICATIONS

- Master's degree in Gender and Conflicts Management from recognized institutions or first degree with at least 4 years' experience in similar context acceptable.
- At least 4 years' experience in gender and conflicts programing in East Africa, previous experience in Somalia is desirable.



- Demonstrated experiences on actual gender and conflicts program management, either stand alone or mainstreamed in larger program is desirable.
- Proven experience in program management- project cycle management, MEAL systems and reporting.
- Solid experience on community level assessments, community and stakeholders' participatory assessment-including understanding on assessment design, quality assurance in data collection and report writing.
- Proven experiences in institutional guidelines development in the relevant thematic focus, implementation of such guidelines / strategy through mainstreaming approach or standalone focus.
- Excellent trainer on gender and conflicts management, previous experiences in similar context is desirable.
- Ability to mainstream gender and conflicts initiatives in ongoing programs.
- Ability to work in local communities in mainstreaming gender and conflicts in the community development level.
- Robust skills and capacity on monitoring, evaluation and reporting required. Excellent writing skills is essential requirement in this position.
- Ability to work in a team, dynamic and flexible in planning to ensure the project activities in the related thematic focus are realised even in challenging environment.
- Proven work experience in Somalia/Somaliland is desired. Qualified Somali speaking candidates are highly encouraged to apply.

APPLICATION PROCESS

This is a challenging opportunity for a dedicated and highly motivated professional. If you would like to join this dynamic team, please submit your application to jobs@adesoafrica.org, quoting **"Gender and Conflicts Management Coordinator"** in the email subject matter, by **19th February, 2018**.

Each application should be addressed to the Regional Human Resources Manager and include the following:

- An updated CV; and
- An application letter which should include remuneration requirements and contact information for three work-related referees.

Applications not including all of the above information will not be reviewed. Only short-listed candidates will be contacted. Adeso is an equal opportunity employer