JOB VACANCY

SOLIDARITÉS INTERNATIONAL launches the external recruitment of a

<table>
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<tr>
<th>BASE</th>
<th>Yangon</th>
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<tbody>
<tr>
<td>POSITION</td>
<td>Gender and Protection Advisor</td>
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PRESENTATION OF THE ORGANIZATION

SOLIDARITÉS INTERNATIONAL (SI) is an international humanitarian NGO which, for more than 40 years, has been providing assistance to populations affected by armed conflicts and natural disasters by meeting their vital needs for food, water and shelter. Particularly involved in the fight against diseases linked to unsafe water, the first cause of death in the world, SI’s interventions provide expertise in the field of access to drinking water, sanitation and hygiene promotion, but also in the essential area of food security and livelihoods. Present in around twenty countries, SI’s teams - 2000 people in total made up of expatriates, national staff, permanent staff at headquarters, and a few volunteers - work with professionalism and commitment while respecting cultures.

Solidarités International (SI) is determined to prevent and fight all type of abuse – all act of exploitation, abuse and/or sexual harassment (SEAH) against members of beneficiary communities or collaborators, fraud, corruption, violation of persons and/or property, funding of activities harmful to human rights – that could be perpetrated in the frame of its interventions. SI implements a zero-tolerance policy regarding acts of SEAH.

Solidarités International is an equitable employer committed to find all forms of discrimination. SI will ever ask for any remuneration to take part in a recruitment process.

ABOUT MYANMAR MISSION

Solidarités International (SI) is operating in Myanmar since May 2008. SI’s current programs in Myanmar include:

- Provision of life-saving and humanitarian assistance to families affected by violence in Rakhine State. This program is currently implemented in IDP camps, host and surroundings communities in Sittwe, and Pauktaw Townships.
- Emergency response to conflict-affected populations in Kachin State through an improved access to water, sanitation and hygiene as well as food security and livelihood activities.

Position: Gender and Protection Advisor

<table>
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<tr>
<th>Desired Start date</th>
<th>1st May 2024</th>
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<tr>
<td>Contract duration</td>
<td>9 Months with possible extension</td>
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<tr>
<td>Probation Period</td>
<td>3 Months</td>
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<tr>
<td>Location</td>
<td>Yangon</td>
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MISSION / OBJECTIVES

The Gender and Protection advisor will integrate in the program coordination team of Myanmar mission, composed by 1 Deputy Country Director for Programs, 2 Technical Coordinators (WASH and FSL) and 2 Technical Advisors (Shelter and Gender & Protection under recruitment). The overall goal, under the management of the Dep. Country Director, and in functional link with the Protection Advisor at HQ, is to support in the integration of the Protection
Mainstreaming Framework in the mission, and to provide technical support to the interventions in place for protection related activities.

- Support Si program team in Myanmar in the roll out of the protection mainstreaming framework in the mission, acting as focal point for the integration of the framework in the mission.
- Provide capacity building and tools to Si and partners’ teams on protection mainstreaming principles and gender sensitivity.
- Provide technical support to the design, implementation and follow up of protection related activities at mission level.

**Implementation of protection mainstreaming framework in Myanmar mission**

- Contribute to the adaptation and dissemination of protection mainstreaming guidelines and tools, developed by the organization, at mission level.
- Ensure that protection mainstreaming principles are integrated within mission’s tools and procedures, as well as in all interventions
- Adapt and monitor the use of protection mainstreaming tools such as checklists, protection risk analysis matrix, etc.
- In coordination with program team, develop a protection mainstreaming action plan for the mission and follow up on its implementation.
- In coordination with the MEAL team of Si and partners (when needed), ensure that protection-sensitive MEAL systems are in place and allows identification of protection concerns to be dealt with.
- Contribute to the adaptation of a protection mainstreaming RACI matrix for the mission.

**Gender focus**

- Support staff and partners in the understanding of gender dynamics and propose programmatic strategies to adapt the intervention to local gender norms and sensitivities (traditions, cultural values, etc).
- Support the mission to plan, prepare and execute gender assessment and analysis, ensuring compliance with donors’ requirements.
- Provide technical support to MEAL and program teams, including definition of quality checklists, indicators, and methodologies to ensure that gender is integrated throughout the processes.
- Contribute to the development of tools, guidelines and strategies to integrate gender in all programs.

**Project Relevance, Quality and Design**

- Contribute to the design of protection and gender mainstreaming aspects of projects and programs.
- Promote the use of quality approach mechanisms for gender and protection mainstreaming initiatives.
- Ensure that the design of protection related activities is in compliance with the annual operational strategy and Si’s technical requirements.
- Participate in evaluating the relevancy of project activities, as well as the effectiveness with respect to context and population’s needs.
- Support in the writing of technical annexes, proposals and reports.

**Support to Program Implementation and Monitoring**

- Support the project team in the activity planning, providing technical validation when requested.
- Provide technical guidance to project teams and propose adjustments to respond to operational challenges.
- Identify and propose quality criteria and monitoring indicators for projects and programs.
- Ensure that all groups – especially persons with specific needs – are systematically included in assessments and project design.
- Support and train the mission in identifying and contribute to referral and PFA mechanisms/actors in the areas of intervention.
- Contribute to the design of protection-sensitive evaluations (ToRs, Expression of Interest).

**Institutional Knowledge and Capacity Building**

- Assess capacities and identify gender and protection related training needs within Si and partners teams.
- Organize training and ToT to Si and partners’ staff in link with HQ protection focal point.
- Contribute to the appropriate development, adaptation and capitalization of institutional tools.
Internal and External Coordination:
- Participate to projects follow-up meetings and workshops.
- Participate in clusters meetings, coordination platforms and technical working groups at country level as relevant.

**ORG CHART POSITION (reporting and functional relationships)**
Line manager: Deputy Country Director
Functional manager: Protection and Accountability Technical Advisor in HQ.

**PROFILE FORSAKEN**
**Studies:**
- University Degree

**Experience:**
- Previous experience: Minimum 2 years’ experience in development works or related fields with a specific focus on gender and protection.
- Experience in designing, and conducting gender and protection assessments and training across in various areas is an advantage.

**Skills:**
- Gender and protection in camps and IDP setting
- Assessment and contextual adaptation
- Project follow up
- Reporting and technical writing
- Effective action to plan, coordinate and prioritize multiple task
- Solid Organizational/ Initiative/ Communication
- Good in reporting and coordination

**Language:**
- Fluent English mandatory

**IT:**
- Good command of Excel, Word, and PowerPoint

**SI WILL OFFER YOU**
**Salary:** 1,133 USD
**Social benefits:** SI Medical coverage, 12 days of Annual leaves, 5 days of Seniority leaves, Public Holidays per year, yearly-ended bonus.

Thank to send your application with a resume, cover letter, copy of diplomas, and work certificate, to SOLIDARITES INTERNATIONAL office at No. 69 (A), Kanbawza Street, Golden Valley, Bahan Township, Yangon, Myanmar.
or by email to mya.recruitment@solidarites-myanmar.org

Deadline for submitting applications: 17th March 2024 (Not later than 5:00 PM)

Important to be considered, the position you want to apply for has to be specified on the envelope or as subject of your e-mail.

Solidarités International reserves the right to select a candidate and finalize the recruitment before the final date.
Only short-listed candidates will be notified.

Solidarités International has a zero-tolerance policy on any kind of abuse, exploitation and fraud. Solidarités International expects full commitment of its employees with SI Charter, Code of Conduct including PSEA policy.