



INTERNATIONAL RESCUE COMMITTEE

Vacancy Announcement-Ref No. req58742

(National Only)

Four Core values of IRC

Integrity

We are open, honest and trustworthy in dealing with clients, partners, co-workers, donors, funders and the communities we affect.

Accountability

We are accountable—individually and collectively—for our behaviors, actions and results.

Service

We are responsible to the people we serve and the donors who enable our service.

Equality

We strive for equal outcomes for all clients and colleagues by promoting equitable access to opportunities and services.

From Harm to Home

The mission of the IRC is to help people whose lives and livelihoods are shattered by conflict and disaster to survive, recover, and gain control of their future. <https://www.rescue.org/>

Who receives IRC's services?	the most vulnerable populations
Which sectors?	Water & sanitation, women protection & empowerment, protection, health, social development
When began in Myanmar?	2008
What position you are applying for?	Senior WPE Manager
Number of Opening	1
Who you report to?	WPE Deputy Coordinator
Where you work?	Sittwe, Rakhine State
When you start working?	Immediately
What will you get?	Basic Pay + Fringe Benefits (Health Insurance + Annual Group Life Insurance + Annual 13 th Month Pay + Severance + Leaves Entitlements)
When can you apply?	During 2 July 2020 to 20 July 2025
What IRC expects from you?	Zero tolerance with financial fraud, sexual harassment, sexual violence, child abuse, abuse on beneficiaries. The applicant is expected to abide by IRC's policies related to safeguarding. IRC defines safeguarding as "An umbrella term that covers both staff and client-facing protection from exploitation and abuse".

What is your Job Scope?

Job Overview/Summary:

The IRC's Women's Protection and Empowerment (WPE) program currently operates in various locations across Rakhine State, first established in Sittwe in 2014. The IRC implements its WPE core programming activities to address gender-based violence (GBV) through case management and psychosocial support services, and to address the root causes of GBV through prevention-focused activities that draw together activists and communities to push for change. The IRC strives to promote and support women's and girls' social and economic empowerment, as well as integrate WPE and GBV prevention and response with other sectors, e.g. health, for multi-sector, holistic interventions that are responsive to target communities' needs. The IRC partners with local NGOs/CSOs and women's groups to provide women protection and empowerment services in IDP and host communities in Rakhine state. The Senior WPE Manager will oversee all IRC WPE programming in Rakhine State, ensuring quality technical programming, overseeing all program

management, leading the design of new programming and providing strategic leadership on behalf of women and girls through active participation in humanitarian coordination and advocacy. Program oversight includes teams across five townships operating in both camp and villages in Rakhine state, and requires travel to program sites for supervision, monitoring and support. She/he will provide technical oversight for all prevention and response activities to ensure quality, confidential and tailored service delivery directly as well as through partners. This includes the start-up of new programming through direct and mobile service delivery as well as GBV prevention interventions, as well as other targeted women and girls social, economic, and sexual and reproductive health empowerment activities.

She/he will provide overall program management including of budgets, operational and spending planning and tracking, monitoring and evaluation and reporting. The Senior WPE Manager oversees quarterly and annual narrative and financial reports to the donor including ensuring program M&E is carried out and well-coordinated. The position requires a personal commitment to advancing women's issues and working on behalf of women and girls in the community.

The Senior WPE Manager will report the WPE Deputy Coordinator for all technical, operational and coordination activities. The Senior WPE Manager will work closely with IRC Health, Protection, WASH, and other program teams as required, as well as local partners, I/NGOs and UN agencies to improve service delivery and support complementary and where appropriate, integrated programming.

This position supervises directly three WPE Managers and a WPE M&E Manager in Rakhine. Through these staff, the Senior Manager supervises the rest of the Rakhine WPE team including Senior Program Officer, Program Officer, Senior Officer (Partnership and Capacity Strengthening Officer), Senior Case Workers, Case Workers, Senior Outreach Workers, Senior Adolescent Girl Workers, WPE Community Facilitators as well as community volunteers.

Key objectives include:

- To oversee training and capacity building of WPE staff in GBV concepts and skills.
- To plan and oversee basic case management and psychosocial activities for survivors of GBV.
- To support the continued development of a referral process for GBV survivors, including identification of gaps in service provision.
- To oversee outreach activities designed to provide communities with information on where women and girls can access GBV services.
- To oversee technical capacity building of sub-grant partners and ensure ethical service delivery through direct service provision and remote case management programs.
- To contribute to the country specific GBV strategy and contribute to positioning IRC as a leader in Myanmar.

Major Responsibilities:

Technical Quality

- Support adherence to the GBV guiding principles and other international standards to ensure quality of design and implementation of all WPE activities.
- Ensure response work, including case management and psychosocial interventions, adheres to best-practice principles when working with survivors of GBV.
- Assess and analyze GBV risks in Rakhine states to develop a holistic program based on understanding of women and girl's needs.

- Ensure that ethical and sound data collection and information management systems are in place for analysis, planning, evaluation, and advocacy.
- Work with the program staff to ensure that field experiences are documented, used for learning, and to advocate on behalf of the communities with which we work.
- Train IRC and partner staff on various GBV concepts.
- Train and provide continued capacity building to local women's organizations and community-based staff.
- Oversee remote case management GBV hotline service.
- Design increased case management provision and community outreach with local women's groups and sub-grant partners.

Staff Supervision & Development

- Recruit and support the hiring of staff, in coordination with human resources and others.
- Mentor and support staff professional development to foster a positive team spirit, encourage innovation, and quality programming.
- Identify training needs for GBV staff, and initiate capacity development plans to meet those needs, in collaboration with the Training Manager.
- Provide guidance and technical support to teams through regular field monitoring visits.
- Oversee WPE staff and program integration into health programs.

Grants Management

- Prepare and maintain/update detailed work plan(s) that support and work towards achieving program outcomes.
- Provide accurate and regular narrative and financial reports, as well as document results and maintain detailed records of program activities for timely submission, as required by IRC policies.
- Conduct and draft needs assessment reports and other internal reports as required by Senior Management or as appropriate under the circumstances.
- Draft program briefing materials and respond to requests for program information from IRC Regional Management, IRC HQ, donors, Myanmar Government and others.
- Contribute to develop of concept notes, proposals and strategic plans related to the WPE sector in Myanmar.

Coordination & Representation

- Liaise and coordinate with other UN and NGO partners, partner organizations and beneficiaries in planning and emergency response.
- Liaise regularly and work closely with program, operations and finance staff both in the field and in Yangon to coordinate program planning.
- Develop and maintain effective working relationships with relevant stakeholders including community leaders and other implementing partners.
- Regularly attend GBV sub-cluster meetings in the field and advocate on behalf of women and girls.
- Regularly attend relevant cluster and coordination meetings in the field and advocate on behalf of IRC's areas of program.

Other

- Ensure all activities are carried out in accordance with IRC Operational policies.
- Other duties as assigned by the supervisor to enable and develop IRC programs.

What should you have?

Education:

- Bachelor of Arts or Science in Social Science, Public Health, Humanities, Social Work or other related field, required, higher degree preferred.

Work Experience:

- At least three-five years of experience managing programs overseas; experience in direct service provision or managing programs that focus on violence against women in a humanitarian context preferred
- Clear understanding of gender, human rights, and issues surrounding violence against women and girls
- Experience in conflict settings desired
- Experience working with and running hotlines/remote case management programs preferred.
- Demonstrated understanding of and ability to maintain confidentiality and respect for clients
- Knowledge and experience with community outreach and mobilization
- Experience facilitating trainings and workshops
- Experience supervising and mentoring multi-national staff in a complex, insecure emergency setting

Demonstrated Skills and Competencies:

- Strong ability to organize work, meet deadlines, maintain composure, prioritize work under pressure, coordinate multiple tasks, and maintain attention to detail
- Excellent written and oral communication skills, strong interpersonal skills

Language Skills:

- Fluency in English and computer literate

Deadline	Application Link
5pm on Sunday, July/ 20 /2025.	https://rescue.csod.com/ux/ats/careersite/1/home/requisition/58742?c=rescue
Notes: <ul style="list-style-type: none">➤ I Resume/Application is requested to be submitted in Microsoft Word Format.➤ Please clearly mention the Position and Location you are applying for in the email Subject Line.➤ IRC is an Equal Opportunity Employer and considers all applicants on the basis of merit without regard to race, sex, color, national origin, sexual orientation, age, marital status, veteran status, or disability. IRC's GEDI, Gender Equality Diversity and Inclusion policy applies to all IRC Staff.➤ IRC practices zero-tolerance against any abusive action. IRC's Child Safeguarding and Adult Safeguarding Policy applies to all IRC staff.➤ Candidates are required to declare in advance should there be any relative or family member currently employed in IRC. Failure to do so, he/she will result in the termination of the employment contract even after successfully being selected.➤ IRC regrets to inform you that only short-listed candidates will be contacted.	