



# OXFAM

**OXFAM IS A GLOBAL MOVEMENT OF PEOPLE WORKING  
TOGETHER TO END THE INJUSTICE OF POVERTY.**

## Gender Programme Adviser (Re-advert)

**Employment Term:** Fixed Term (1 year contract)  
**Level:** National/International, C2  
**Location:** Yangon, Myanmar  
**Closing Date:** 3<sup>rd</sup> July 2024

### The Role:

Oxfam is looking for **Gender Programme Adviser**.

### Job Purpose:

The purpose of the Gender Adviser position is to lead and support the effective promotion of strategic gender equality and non-discrimination across Oxfam in Myanmar's programme as a whole, with a specific focus on women's economic empowerment within the Economic Justice programme. This will be done by working with other gender focal points and advisers, all Oxfam teams, our partners, networks and beneficiaries and other stakeholders. The Gender Adviser will lead the strategic direction of Oxfam's gender work, external engagement within Myanmar's gender networks, analysis of gender differences within project design, and facilitate advisory support to project implementation, with a specific focus on Oxfam's economic Justice programme.

### Key Responsibilities:

- Facilitate and support the integration of gender perspectives in the overall strategic planning, needs assessments and programming of various sectors; and undertake or commission regular gender assessments in Oxfam's key operating states/ regions as required
- Lead on identifying and analysing gender issues at country and ground levels for Humanitarian and Economic Justice programmes
- Lead in implementation of gender strategy and review when necessary to be aligned with Oxfam's country strategy, and continually moves forward Oxfam in Myanmar's gender programming, both standalone and mainstreaming, towards transformative change.
- Lead in gender analysis and publishing of change/ sign of change for gender across the program.
- Provide technical support to Humanitarian Response in Myanmar programme, including programme redesigning works under Humanitarian Programme due the fragile context in Myanmar.
- Work with project managers and the Programme strategy and impact team in integrating gender and women in leadership issues in the theory of change, proposal development, design/ redesign, specific resources and activities, and monitoring indicators of all concept notes and proposals, to ensure gender mainstreaming and women in leadership become a reality



- Build the capacity of Oxfam and partner staff, providing regular gender and women in leadership trainings, and mentoring as required
- Co-ordinate the internal Gender Focal Group, a group of gender focused staff that are jointly driving forward Oxfam in Myanmar's gender programming, and facilitate functioning of the group
- Provide specific technical support and coaching to gender focal points from different programmes
- Lead in updating and implementation of country Gender Action Plan working together with other gender advisors and gender persons
- Provide practical women's economic empowerment technical support to the economic justice projects, making complex gender related technical information useable by non-specialists.
- Support the collection and analysis of sex- and age-disaggregated data and work with the Programme Quality Team in assisting sectoral teams to monitor the progress in gender mainstreaming
- Build evidence of change in gender norms and acceptance of women in leadership for shared learning and to feed into gender influencing efforts
- Bring in and manage additional technical gender expertise as required, through either accessing head office advisory support or external consultancy support, co-ordinating with programme teams and developing and managing terms of reference
- Represent Oxfam in external gender engagement and different Gender related networks

**For more information regarding the position, please have a look at the [Job Profile](#) [here](#).**

**What we are looking for:**

***Skill and Competence:***

- Education to at least degree level preferably in social sciences, women and gender studies, or related humanities field with a focus on gender equality, women's economic empowerment or women's rights
- Minimum 5 years of progressively responsible experience in women-specific and gender issues, gender sensitive planning, gender analysis, gender mainstreaming and promotion of gender equality at national and regional levels
- Demonstrated expertise in integrating women's empowerment within livelihood, market led, natural resource management and responsible investment programming
- Knowledge of and working experience of protection and gender-based violence issues
- Knowledge of and working experience in broader social inclusion, including topics of gender identity, and intersectionality
- Experience in capacity assessment, identifying issues and planning capacity building processes
- Experience in working with a variety of stakeholders, men and women in communities, authorities, donors, and civil society
- Excellent communication skills to communicate complex information to a wide range of audiences, and interpersonal skills to promote genuine commitment to gender equality among Oxfam staff and partners
- Training and facilitation experience
- Understanding of feminist leadership principles preferred
- Ability to travel extensively including to remote areas of Myanmar



### **What we offer:**

Oxfam aims to recruit and retain diverse, passionate people who have the necessary skills, knowledge and commitment to meet our vision. We offer a competitive salary and a range of additional benefits to staff including flexible working options, generous pension scheme, annual leave, additional leave allowances, company sick pay, life assurance and a range of other benefits.

**Find out more about our pay & benefits, please click [here](#).**

### **How to apply:**

To apply for this position please visit the following link

<https://jobs.oxfam.org.uk/vacancy/21250/description> no later than **3 July 2024, 5:00PM (Myanmar Time)**

### **Our values and commitment to safeguarding:**

**Oxfam is committed to preventing any type of unwanted behaviour at work including sexual harassment, exploitation and abuse, lack of integrity and financial misconduct; and committed to promoting the welfare of children, young people, adults and beneficiaries with whom Oxfam GB engages. Oxfam expects all staff and volunteers to share this commitment through our code of conduct. We place a high priority on ensuring that only those who share and demonstrate our [values](#) are recruited to work for us.**

The post holder will undertake the appropriate level of training and is responsible for ensuring that they understand and work within the safeguarding policies of the organisation.

All offers of employment will be subject to satisfactory references and appropriate screening checks, which can include criminal records and terrorism finance checks. Oxfam GB also participates in the [Inter Agency Misconduct Disclosure Scheme](#). In line with this Scheme, we will request information from job applicants' previous employers about any findings of sexual exploitation, sexual abuse and/or sexual harassment during employment, or incidents under investigation when the applicant left employment. By submitting an application, the job applicant confirms his/her understanding of these recruitment procedures.

We are committed to ensuring diversity and gender equality within our organisation and encourage applicants from diverse backgrounds to apply.

**Note to candidates:** Shortlisted candidates will be assessed on our organisational values and attributes at the interview stage. The successful candidate(s) will be expected to adhere to our code of conduct. We encourage candidates to read and understand our code of conduct [here](#).

### **About Us**

Oxfam is a global community who believe poverty isn't inevitable. It's an injustice that can be overcome. We are shop volunteers, women's right activists, marathon runners, aid workers, coffee farmers, street fundraisers, goat herders, policy experts, campaigners, water engineers and more. And we won't stop until everyone can live life without poverty for good.

[Oxfam GB](#) is a member of [international confederation](#) of 19 organizations working together with partners and local communities in the areas of humanitarian, development and campaigning, in more than 90 countries.

**Only short-listed candidates will be notified.**