

Programme Manager Gender Justice (PM GJ)

This vacancy is open only to Liberians

This is a re-advertisement therefore candidates who had earlier applied **must** re-apply.

Internal Job Grade - National Contract - C-2 Level

Contract type - Open Ended Contract

Reporting to - Program Director

Staff reporting to this post - Program Coordinator- Gender Justice x 1

Locations - Monrovia, Liberia

Oxfam Purpose

To work with others to find lasting solutions to poverty and suffering.

Country Purpose:

In 2020, Liberian women and men have an equal, sustained, representative and equitable dialogue with each other and the State on strategies to redress inequalities, which will as a means reduce poverty.

Oxfam in Liberia believes in and work towards a gender-focused active citizenship movement as the basis for the development of a Liberia that is just, equitable, inclusive and has the basis for development and growth.

To that end, Oxfam in Liberia believes that it is crucial that civil society has a voice that is built on gender justice. We believe that a strong and empowered social movement that is representative of the voices of women as much as that of men, of male and female youths as much as that of their elders, that recognizes the diversity of the population and their needs will contribute to **a Liberia with an improved quality of life characterized by active citizenship, equitable and sustainable development in a just and inclusive society**, Oxfam' vision for Liberia. In conjunction with this, and in alliance with civil society, we will continue supporting the government in the development of systems that contribute to the vision.

Job Purpose

In close coordination with the country programme team- will catalyse the growth and development of the women's rights and gender justice programme in Liberia and provide hands

on support to gender mainstreaming across other programming and policy influencing areas. The position also provides thought leadership and effective coordination in policy reform processes where relevant while participating in resource mobilisation in line with Oxfam in Liberia's country strategy.

Key Responsibilities and Accountabilities

To ensure that women's rights are at the centre of all Oxfam's programming in Liberia

Programme Development and Resource Mobilization

- Adopt a "thought leadership" attitude, stay up to date with the latest thinking, undertake/commission organised research and analysis and spend time in reflective consideration to develop a comprehensive understanding of women's place in Liberian society- particularly knowledge attitudes and practices that inform gender based violence, women having space to develop their voices and have them heard, and women's access to economic resources
- Lead the development and delivery of a sound Gender Justice programme, in line with the Country Strategy to leverage evidence gathered through development and humanitarian work for influencing (policy, campaigning and advocacy) working with partners and local networks.
- Provide and share regular gender analysis on political and programme developments from a gender lens and actively participate in inter-Agency gender forums.
- Working in close collaboration with the country MEAL Manager, advise the senior leadership team on gendered MEAL tools to measure programme impact (including collection of sex and age disaggregated data) and gender analysis.
- Actively participate in the country, regional and global development environment to both identify opportunities to impact poverty reduction and to foster strategic institutional linkages, alliances and networks that enhance sharing, learning and collaboration

Promote the integration of gender analysis and advance relevant recommendations in all assessments, surveys and research carried out by the country programme.

- Develop case studies on gender justice and women's rights and ensure wider Oxfam learning is captured from a gendered approach.

- Provide technical assistance in strategic donor intelligence gathering, trends analysis and generation of information needed for effective engagement with and influencing of global, regional and country level donors relevant to the gender justice programme including country Influencing Strategy.
- Actively participate in the identification of funding opportunities and facilitating/leading proposal development and writing with programme/project teams.
- Identify and foster potential partnership and consortium building essential for joint responses to calls for proposals and influencing work.
- Lead on programme design, review workshops, planning processes, and provide support to partners to implement quality gender and women's rights driven projects.

Network Building and Influencing

- Regularly liaise with gender advisers and gender focal points in other agencies and organizations (including UNW, government, INGOs, local NGOs and women's groups), and within Oxfam globally
- Identify and network with gender justice partners, allies and networks useful for formulation of common actions to tackle policies, attitudes and practices associated with gender inequality
- Develop strategic partnerships with Women Rights Organisations (WROs) and relevant stakeholders to develop sound gender justice programming in the country programme, represent Oxfam at national, regional and global forums to enhance programme visibility and influence funding priorities of development partners.
- Lead and coordinate gender programme teams, creating necessary condition for them to take an active role in influencing through greater networking, alliance building and encouraging collaborative planning and implementation of project activities
- Develop and facilitate links with civil society, the private sector and governments, initiating contacts and building associations that can be used to develop initiatives that have a pro-women focus

- Mobilising stakeholders by providing them with research capacity, campaigning skills, creating spaces for engagement, supporting the development of evidence on the ground and building active citizens

People Management

- Line manage the Gender Justice programme team ensuring adherence to Oxfam's policies and procedures, including Code of Conduct, Performance Management, Security and Health and Safety, etc.

- Create and support an environment which results in strong partnerships, influence, knowledge sharing and innovation.

Programme Support and Advice

- Provide facilitative advice on and leadership of, women's rights, work with PMs to develop delivery strategy, help prioritise key activities and issues, identify and coordinate the local to regional to continental to global interface and provide strategic guidance on how best to achieve long term impact and sustainable change in the lives of women in Liberia

- Lead the process of developing and building civil society (CS) movement around resource governance, identifying key organisations, supporting with organisational development, defining their needs and building capacities to align with the new program delivery approach.

- Work in an interactive and coordinated manner with the other Program Managers and identify and encourage synergies within and across programs to achieve an integrated approach that supports the overall country strategy as far as practical

Partner Capacity Building and Support

- Develop a comprehensive understanding of Oxfam's partnership approach, adopting a strategic, proactive perspective on how to achieve partner led approaches to achieve sustainable change

- Work with/ support and/or partner with existing feminist movements and organisations to promote the agenda for Women's' Rights in Liberia

- Support identification, assessment and relationship-building with potential partners (operational, strategic and alliance-based), ensuring appropriate standards and relevant approaches are used for each partner arrangement, including assessing partner needs and

creating appropriate capacity building plans, detailing tools and methodologies, performance and accountability requirements and evaluation approaches

Technical Skills, Experience & Knowledge

Skills

- Ability to engage and influence both corporate direction, contributing to and following it as appropriate and the ongoing development of programme policy and quality to enhance the impact of Oxfam's work
- Ability to build and/ or contribute to a people's movement around Women's Rights
- Proven analytical and conceptual thinking, high level research, project management knowledge and skills and experience using participatory tools and methodologies for assessment, programme identification, implementation, monitoring and evaluation

Knowledge:

- Comprehensive knowledge and experience of implementing women's rights programs and initiatives, in both development and humanitarian program operations, ideally built on mature understanding of relevant issues derived from field experience
- Commitment to and good knowledge of working with networks, coalitions and a partnership approach across the spectrum of Oxfam's work, including innovative approaches to capacity strengthening
- Good knowledge of and experience in developing advocacy and campaign strategies and plans and successfully achieving external impact and change. Some experience in undertaking media presentations
- Good knowledge of and experience with donor funding environment and good financial management skills, with experience of project budgeting and controlling financial risks
- Experience in working with multi-sectoral teams at different levels.

HOW TO APPLY:

Please send application using this email LiberiaOGBrecruitment@oxfam.org.uk. Your application should have a cover letter and CV not more than 04 pages.

Please make sure you mention the position title you are applying for in the subject of the email.

Deadline for application is September 17, 2017. This vacancy is open only to Liberians.