



<b>Functional Title</b>	:	<b>Adolescent Empowerment Specialist (Sexuality)</b>
<b>Responsibility Level/Grade</b>	:	<b>Specialist / Grade F</b>
<b>Department/Project/PN</b>	:	<b>Adolescent Girls Program</b>
<b>Incumbent's Name</b>	:	<b>VACANT</b>
<b>Supervisor/Principal Evaluator</b>	:	<b>Team Leader</b>

**JOB SUMMARY**

This role is responsible for supporting the adolescent empowerment initiatives on sexuality under the LEAD component and providing facilitation leadership in these areas to the rest of the program in Butwal to contribute to the overall Adolescent Girls Program of CARE Nepal. The Adolescent Empowerment Specialist (AGS) will strengthen the internal and external adolescent empowerment expertise to support staff and partners in developing training and facilitation initiatives on sexuality along with partnership and dialogue with a wide spectrum of society. The role is required to lead on community engagement and facilitation for the preparation and production of the program's facilitation module on sexuality. S/he provides technical guidance and support on sexuality to program and partners to ensure a particular focus on adolescent and young people's needs in line with the national and sub-national policy and program documents. This includes working closely with the Team Leader, other program specialists like Social Norms, Education and Livelihoods, MEL staff, program support staff and program partners.

The employee shall fully comply with safety and security procedure of CARE and should be accountable for it.

**Major Responsibilities and Tasks:**

**R1. Designing, Planning and Implementation**

- Work with the Team Leader for the overall designing, implementation and quality assurance of the sexuality intervention
- Conduct sexuality needs assessment of the targeted communities and develop strategy and an action plan in integrating sexuality in adolescent girls empowering education program on the cultural context of Terai
- Design, plan and implement sexuality programming with special focus on adolescent girls empowering education based on program goals and objectives
- Identify, compile, review and develop new and innovative materials that contribute to raise voice and choices of women and adolescent girls that empower them in identifying and utilizing their bodily rights
- Work with the Team Leader on the annual budget plan and analysis for the sexuality component

**R2. Capacity Building**

- Provide capacity building (including training and practice mentoring) for the program and partners on working with adolescent girls, including safe space, psychosocial support based girls groups sessions founded on a girl-centered, feminist, rights-based approach.



- Work with the program and partners to develop and introduce positive engagement strategies for working with gatekeepers and key stakeholders (including community leaders) to gain/maintain their support and “buy in” for girls’ participation in the groups.
- Provide technical guidance, support and oversight on the start-up and initial implementation phase of the adolescent girls’ group sessions on sexuality across the program areas.
- Create an enabling environment for adolescent boys and girls to raise campaign against social injustice and discrimination on bodily rights
- Build capacity of program and partner teams in understanding sexuality of adolescent girls in empowering education programming
- Support the Team Leader for the implementation of capacity assessment gap action plan for partners

**R3. Monitoring, Evaluation, Learning (MEL) and Documentation**

- Work closely with MEL staff to support in the development of a participatory monitoring and evaluation (M&E) system for the adolescent girls’ initiative on sexuality.
- Collect, prepare and disseminate case studies on sexuality and best practices to relevant stakeholders
- Review and provide input on the periodic progress and donor reports
- Map out all agency materials on sexuality to complement adolescent girls empowering education curriculum based on the needs of the adolescent girls and boys.

**R4. Advocacy**

- Identify barriers for behavior change and develop effective advocacy plan to address them
- Facilitate change for adolescent empowerment through engaging opinion leaders, duty bearers, service providers, private sectors, community and the individual
- Develop advocacy messages on empowering education on sexuality and support the program to mainstream girls’ education across all program
- Identify barrier to behavior change and developing effecting facilitation plan to address them at local, national and regional levels

**R5. Coordination and Collaboration**

- Play a proactive role in building support and sustaining linkage of partners and alliance with relevant issue based network.
- Assist the Education Specialist for the identification of potential entrepreneurs for productive income generating activities and approach concerned stakeholders for support.
- Work with community group and local authorities to establish appropriate mechanism for girls’ scholarship scheme.
- Promote leadership position of adolescent girls in exercising their bodily rights.
- Coordinate with relevant government line agencies, UN agencies, INGOs and NGOs for sharing, learning and disseminating CARE’s lesson learnt and best practices on sexuality of adolescent girls empowerment initiative
- Identify training institutions for delivering training on sexuality and bodily rights



- Contribute timely and appropriate reporting under her/his responsibility
- Represent CARE and promote its mission and services to the stakeholders including community.
- Assist Team Leader / Program Coordinators to strengthen network with organizations working on sexuality component at local and national levels for collective and collaborative efforts

**R7. Upholding CARE's Core values and ensuring its principles**

- Link and demonstrate CARE Nepal's core values, programming principles, strategic objects, gender equity and equality in programming and behaviors
- Comply and exercise organizational values and culture
- Help to promote rights and good governance
- Responsible for gender responsive behavior in all actions and decisions

**Spending authority: NA**

**Working conditions:**

Based in Butwal with 50% field visits

**Qualifications**

Master Degree in public health, health education, social science, behavioral science or any other relevant field

**Experience:**

- Minimum 3 years professional experience in the field of development activities with particular focus on sexuality, reproductive health and adolescent & youth programming
- Experience working directly with youth including facilitating youth groups in discussions on sensitive topics (sexuality and reproductive health), especially working with adolescents girls
- Experience in the use of community participatory methodologies, do no harm and adolescent friendly approaches
- Experience in designing participatory methods for training and curriculum for adolescents and youth empowerment
- Experience in training and mentoring youth program and partner staff and community volunteers, opinion leaders
- Experience working with men and boys for gender transformation.
- Strong results-based program management experience with particular focus on strategic planning and capacity building

**Skills and knowledge and competencies:**

- Good interpersonal, communication, negotiation and facilitation skills
- Good public relation skills



- Excellent verbal and written language skills both in English and Nepali
- Excellent reporting skills
- Good knowledge of the political context and key policies relating to women's and girls' rights
- Excellent skills in embracing and valuing Diversity
- Excellent understanding of diversity in different family structure, examining gender roles and norms and strategies that address gender dynamics of the community
- Strategic thinking skill
- Strong team building skill
- Ability to work under pressure
- Excellent computer skills, including knowledge of relevant software