



Functional Title:	Gender Equality and Social Inclusion Specialist
Department/Project/PN	The Mother and Child Wellbeing Partnership Program (MCWPP)
Workstation:	Surkhet with frequent field visits
Incumbent's Name:	Vacant
Supervisor/Principal Evaluator/Title:	TBD

BACKGROUND

CARE Nepal is a not-for profit organization that works across the spectrum of humanitarian action and long-term development programs to address gender-based violence, women and girls' leadership and voice, inclusive governance, sexual & reproductive health, livelihoods, food and nutrition security, disaster risk reduction, and climate change. It draws on its global experience to address the underlying causes of poverty and social injustice, with a distinct focus on the most marginalized and vulnerable women and adolescent girls. It works in partnerships with state agencies, donors, NGOs, civil society organizations, research institutes, private sectors, and also closely collaborates with community members. It currently has presence in all seven provinces of Nepal.

The Mother and Child Wellbeing Partnership Program (MCWPP) in Nepal will be implemented in Sudurpaschim, Karnali, Lumbini, and Madhesh Provinces, targeting six districts with high rates of poverty, poor health and nutrition outcomes, and high rates of food and nutrition insecurity. The MCWPP aims to improve the wellbeing of children and their mothers in targeted districts of Nepal. Activities aim to strengthen the health system; improve care and feeding practices; increase household food security; promote food safety and hygiene; and promote women's empowerment and leadership.

JOB SUMMARY

Gender Equality and Social Inclusion (GESI) Specialist will be responsible for implementation of GESI interventions in MCWPP and promoting gender-sensitive and inclusion related approaches to mother child wellbeing project. This position will ensure that the unique needs of women, men, girls, boys, minority groups and persons with disabilities are identified and responded to (sensitive approach), and that inequality is challenged wherever possible (transformative approach). The Incumbent will strengthen gender integration across MCWPP, explore gender transformative programming wherever possible, and support in capacity building of staff and partners, alliances, and engaging movement and in CARE's long-term program. This role will report to Team Leader MCWPP.

The employee shall fully comply with CARE policies and procedures and should be accountable for it.

KEY RESPONSIBILITIES AND TASKS:

Key Responsibilities

- Lead and provide technical assistance on the project's GESI related interventions.
- Develop required training and IEC materials to be used in community sensitization on GESI.
- Ensure activities are timely implemented achieving expected outcomes
- Advocate for GESI friendly policies that support the integration of maternal and child nutrition services within the broader food, health, and nutrition system.



- Engage with relevant government stakeholders to influence policy changes and ensure GESI aspects properly addressed in food, nutrition, WASH and health systems.
- Streamline needs assessment, data collection and analysis process to enhance their effectiveness in meeting impact population's need to ensure GESI intent and initiatives in CARE's program and, support in collection and analysis of disaggregated data (quantitative, qualitative, and anecdotal) to produce sharable learning.
- Support in setting up new systems or adapting existing systems to monitor progress in gender mainstreaming, protection, and social inclusion efforts.
- Review the gender analysis conducted to date and identify further areas for analysis and develop an action plan to respond to the key issues identified through the analysis in (MCWPP) project.
- Ensure that issues of GBV and SEA are explored in sensitive ways, integrated in CARE's all program and different services and follow-up support are provided in keeping with CARE's guidelines/GESI framework.
- Contribute in knowledge generation process with the gathered and analysed information to strengthen institutional knowledge and learning on GESI and build it in project designing and learning product development process in coordination with Business development and DMEL/KM team.

Capacity Building of staff and partners related to Gender Sensitivity/GESI

- Support in capacity building of CARE staffs and partners on GESI to better integrate it in (MCWPP) project. Build their capacity to be able to review, adapt and operationalize GESI related action plans within a constantly changing operational environment in development interventions.
- Develop training modules and conduct trainings to CARE and partner staffs on gender mainstreaming and sensitivity, additionally on different GESI and other major approaches and tools of CARE Nepal and globally. Ensure, these tools and approaches and their manual are produced in local languages too.

Contribute to gender and inclusion sensitive program development and implementation

- Participate in design and planning of programs to ensure a strong gender and inclusion-sensitive approaches are integrated into all assessments, activities and outcomes including engagement with men and boys and GESI framework.
- Review and provide GPEA and recommendations for new proposal development and also engage in rapid gender assessment effort required for the proposal development process.
- Work with program team to ensure gender and inclusion aspects are incorporated in program implementation. Provide required support to program team in implementing gender and inclusion sensitive approaches into all aspects of work.
- Develop innovative approaches to integrate gender and inclusion perspective in all programs but mainly in emergency programming.
- Review all tools, mainly M&E framework, and tools, to ensure it encapsulates gender and inclusion intent of CARE.
- Engage in humanitarian efforts with GiE perspective i.e. in design, implementation and monitoring and reporting processes.

Coordination and Advocacy

- Build strategic alliances with other key actors internally and externally (women's and social movement and others) to advocate for gender and inclusion sensitive programming and policy asks/advocacy effort.
- Provide technical support to and identify opportunities for the development of relevant advocacy and communication/information materials to address gender inequality and exclusion related issues and GBV in project.



- Document good practices and lessons learnt, contributing to a collection of replicable good practices for gender and inclusion sensitive programming.
- Represent CARE in GBV and GESI clusters and coordinate with relevant stakeholders in GBV related issues including AIN GESI working group and protection clusters, GIHE and more.
- Coordinate with other functions and program to integrate gender and inclusion in any other sectors including in emergency efforts.
- Coordinate with other GESI focal persons from different program for collective planning, action, learning efforts and coordinate with DMEL/KM unit for the innovative initiatives that can be scaled up through both project design and programming efforts.

Upholding CARE's Core values and ensuring its principles

- Comply and exercise organizational values and culture.
- Help to promote rights and good governance.
- Responsible for gender responsive behavior in all actions and decisions.
- Demonstrate positive behaviors following CARE code of conduct and uphold implementation of CARE Safeguarding policy at all levels.
- Conduct awareness raising on CARE Safeguarding policy, feedback and accountability channels and code of conduct.

Others:

Perform any other duties as may be required by the supervisor.

Data Protection

The post holder hereby agrees not to disclose any confidential or sensitive information to a third party or outside organization except where required to do so by law.

SPENDING AUTHORITY: None

WORKING CONDITIONS:

Based in Surkhet with field visits as required

Qualifications, Knowledge Skills, and Competencies

- Master's degree with 3 years of relevant experience in GESI, gender and emergency preparedness and response.
- Strong experience of liaison, facilitating sessions, monitoring, and supervision.
- Good communications, coordination, and facilitation skills with knowledge on DRR
- Sound knowledge in Emergency response
- Tactfulness and excellent interpersonal skills
- Proficient in the use of Microsoft Office
- Excellent communication skills both in English and Nepali
- Patient and positive attitude
- Hard working and the ability to work under pressure



Approved by: _____

Date: _____

Agreed by : _____

Date: _____