JOB PROFILE

How to Apply for this Job



Background on Tearfund

Who we are: We are a Christian organisation partnering with the local church wherever possible to see change in the lives of those in greatest economic need. We believe poverty is caused by broken relationships with God, others, the environment and ourselves, and working to see those relationships restored is key to how we work. We want to see change that is economic, material, environmental and spiritual. See: Tearfund's Theology of Mission

Our vision: To see people freed from poverty, living transformed lives and reaching their God-given potential

Our mission: We follow Jesus where the need is greatest, responding to crisis and partnering with local churches to bring restoration to those living in poverty

Our values: We aspire to be courageous, truthful, compassionate, servant-hearted and Christ-centred

Relevant scriptures include: 2 Cor. 5:8-11, James 3:18, Romans 8:18-25, Philippians 4:7, John 10:10, Luke 4:16-21 and Micah 6:8

Tearfund's Application Process

All applications need to be completed online using our online registration form. As you progress through your application, please ensure that you save each section.

If after reading through this Job Profile, you have any questions or want to find out more about our recruitment process, please do not hesitate to contact recruitment@tearfund.org.

In this Job Profile pack we've included a full Job Description as well as a Person Specification. Please ensure that your application clearly shows how your skills and experience meet the requirements for this post.

Job Profile

Job Title	Gender and Protection Officer
Group	IG
Team	ECA-Ethiopia
Location	Addis Ababa, Ethiopia with frequent travel to the field
Responsible to	Gender and Advocacy Coordinator

Part 1 – Job description

1. **Main purpose of the job**

   The Gender and Protection Officer (GPO) will provide technical support on interventions around gender and protection. The GPO will ensure that gender and protection activities under each project are implemented in compliance with minimum standards, SOPs, Code of Conduct, PSEAH, and safeguarding policies. The Gender and Protection Officer ensures protection activities are implemented inline with the projects/programs objectives.

2. **Position in organisation**

- Grade: 5
- Reports to Gender and Advocacy Coordinator

3. **Tearfund's Christian culture**

We believe that prayer and discernment are fundamental to Tearfund achieving its mission of restoring relationships, ending extreme poverty, and transforming lives. As a Tearfund staff member, you are expected to:-

- Engage with Tearfund Prays and the Prayer hub
- Lead or participate in spiritual sessions of prayer and biblical reflection within your group
- Be committed to Tearfund's Mission, Values, and Beliefs statement and to be actively working and living by Tearfund's Christian beliefs and theology of mission
- Maintain your spiritual development, discover your gifts/callings, and grow in discipleship

4. **Organisational requirements**

- All staff are expected to live out Tearfund's values as they represent Tearfund externally
- All post-holders are expected to fulfil their objectives set by their line manager, contribute to their team's overall objectives, take responsibility for reviewing their ongoing personal development, and maintain an awareness of Tearfund's strategy.
- All Tearfund staff share the responsibility to promote and maintain a strong safeguarding culture, including identifying the key actions they should take given their role and responsibilities.

5. **Scope of job**

   The post holder is responsible for the protection and Gender-specific projects and mainstreaming activities In the Tearfund Ethiopia Office programmes. The Gender and Protection Officer liaises with the country programme team to ensure gender mainstreaming, liaise with ECA Regional Gender and Protection Advisor to ensure the development of timely country-specific protection responses, and liaise

with Disability Inclusion team to ensure old age and persons with disabilities are well addressed in protection interventions

Duties & Key Responsibilities

- Engages in gender analysis, knowledge development, information-sharing activities, and dissemination of comprehensive information and/or relevant studies.
- Develops and disseminates a collection of good practice examples of gender mainstreaming in different Tearfund and partners projects carried out in their target interventions.
- Provides technical assistance including Gender training to country teams and partners to mainstream gender and Protection in their programs.
- Provides technical assistance to country team and partners during proposals and report reviews to ensure gender issues are well incorporated
- Carries out regular field monitoring to ensure gender and protection mainstreaming is implemented across all projects within Tearfund and partners.
- Initiate protection and GBV-Specific projects and provide oversight of the implementation of the project.
- Facilitate and conduct transforming masculinity, case management, and journey to healing training for field staff and government partners in project implementation areas.
- Ensure the implementation of protection and GBV projects as per the timeframe.
- Contribute to and facilitate a program of results-based protection and gender programming through a consultative process with sector and/or cluster partners.
- Proactively exchange learning and synergy with all involved stakeholders.
- Ensure the implementation of protection and gender based mainstreaming activities of Tearfund's Active projects.
- Provide technical support and assistance to project teams on protection activities mainly in survey design, planning, and implementation, ensuring that reporting is done with high quality based on technical feedback.
- Ensure consistency of the implementation of Tearfund Protection operational interventions in all targeted communities and areas of intervention.
- Conduct systematic coaching for the staff to Integrate Protection, and improve collection, management, analysis, and systematisation of related data.
- Plan, elaborate, and ensure proper data collection and analysis.
- Ensure Tearfund's active presence in the protection sector and relevant sub-working groups, such as GBV and Child Protection, and collaborate on collective exercises such as the joint protection monitoring.

Part 2 – Person specification

Job title: Gender and Protection officer

	ESSENTIAL	DESIRABLE
Qualifications	• BSC/BA Degree in Development, Social work, Social Anthropology, Psychology, Public Health Gender & Social studies,	• Masters Degree in Development, Social work, Social Anthropology and Gender and Social studies
Experience	• Minimum 3 years and above experience working for humanitarian organisations with a particular focus on protection and gender based violence responses and/or developing/implementing referral pathways • Experience in gender mainstreaming and capacity building • Strong understanding of legal systems in Ethiopia as related to women's rights as well as demonstrated experience in working in/collaborating with civil society • Proven experience in emergency response • Proven experience in monitoring, evaluation and reporting • Experience in training, facilitation, and community mobilisation. • Technical knowledge of inter-agency Gender-based violence guidelines, Gender-based violence case management principles, and procedures • Sound understanding and application of SPHERE, Core Humanitarian Standard, and Red Cross Codes of Conduct.	• Experience in project coordination within humanitarian projects . • INGO experience is preferable.
Skills/Abilities	• Good communication and interpersonal skills • Strong ethics, with an ability to manage confidential data. • Good organisational, multitasking, and time-management skills. • Technical and report writing skill • Proven skills in partnership building, influencing, and negotiation with a range of actors. • Ability to safeguard the well-being of children and adults at risk • Good computer skills (MS Office, Google Suite) • Oral and written fluency in English and Amharic.	• High level of interpersonal skills with the ability to work across-cultural • Oral and written fluency in Afaan Oromo
Personal Qualities	• Committed Christian with a personal relationship with God • Committed to Tearfund's Mission, Values, and Beliefs • Flexible and able to work well under pressure and comply with donors & partnership deadlines is essential. • Able to maintain personal integrity and confidentiality. • A creative, innovative, and flexible team player with the ability to prioritise and manage a busy workload • Commitment to diversity and inclusion of gender and disability. • Demonstrates sensitivity and skills in working cross-culturally. • Target-driven and result-oriented.	
OTHER COMMENTS: • **All roles require a DBS/Police check**		

- **Tearfund is a member of the SCHR Misconduct Disclosure Scheme**
- **Personal identification information will be submitted against a Watchlist database to check against criminal convictions as a counter-terror measure**