



*Agenzia Italiana  
per la Cooperazione allo Sviluppo  
Khartoum*

TADMEEN – INCLUSIONE SOCIALE, SVILUPPO DEL  
CAPITALE UMANO E PROTEZIONE DI GRUPPI VULNERABILI  
ALL'INTERNO DELLE COMUNITÀ DI MIGRANTI, DI RIFUGIATI E  
OSPITANTI  
AID 11113

**The ITALIAN AGENCY FOR DEVELOPMENT COOPERATION in Sudan in the framework of the initiative “TADMEEN – Social Inclusion, Human Capital Development and Protection of Vulnerable Groups within migrants, refugees and host communities – AID 11113” invites interested and qualified applicants to participate in the selection for the position of:**

## **GENDER EQUALITY AND WOMEN EMPOWERMENT SPECIALIST**

**COD: GEWE\_SPEC/03/19**

<i>Position</i>	<b>Gender Equality and Women Empowerment Specialist</b>
<i>Brief description</i>	Support the Programme in the overall organization and management of the activities, with a particular focus on women empowerment and inclusion of vulnerable women in the project activities, in the Red Sea State
<i>Duty station</i>	Red Sea State
<i>Duration</i>	1 year
<i>Salary</i>	Euro 1150 gross/monthly
<i>Starting</i>	After selection procedure conclusion
<i>Deadline</i>	<b>May 28<sup>th</sup> 2019</b>

### **Background**

The initiative “*TADMEEN – Social Inclusion, Human Capital Development and Protection of Vulnerable Groups within migrants, refugees and host communities*”, funded and implemented by the Italian Agency for Development Cooperation, promotes the economic development of the women living in rural areas in the State of Red Sea in eastern Sudan. More specifically, the project has been designed to improve business opportunities and livelihoods of the most vulnerable people, with particular focus on women, by training them on productivity, leadership, micro-finance and agro-business. Target of this contract will mainly be the localities of Port Sudan and Suakin, some of the remotest, poorer, under-serviced and most drought-affected areas in the Red Sea State.

### **General context**

1. The initiative is the result of the commitment of Sudanese institutions in the fields of social and human development, especially in child protection, gender and disability. As part of this commitment, the Ministry of Welfare and Social Security requested to the Italian Agency for Development Cooperation support for the implementation of the present program in the field of social and human development and concerning the vulnerable groups. The program has been jointly elaborated by the Federal Ministry of Welfare and Social Security and the Italian Agency for Development Cooperation.
2. Minors at risk, persons with disabilities and women (especially survivors of gender based violence) belonging to host and migrant communities and refugees, are highly exposed to



AGENZIA ITALIANA  
PER LA COOPERAZIONE  
ALLO SVILUPPO

AICS | STREET 33, AL-AMARAT, KHARTOUM

poverty, not just in terms of income, but also in terms of social marginality and unequal access to goods and public services. This results in unequal enjoyment of rights and fundamental liberties. Moreover these groups are highly exposed to the risks related to the phenomenon of illegal migration, in particular to the threat of criminal organizations involved in human trafficking.

3. On the base of this findings, the program aims to promote the social inclusion of children, women and persons with disabilities, belonging to hosting and migrant communities and refugees, by supporting the development of their human capital, by promoting equal access to goods and services and by increasing their resilience through activities of poverty reduction.
4. More specifically, in the gender sector, the development of human capital, the promotion of social inclusion and the poverty reduction will be pursued as follows: (i) supporting the elaboration and implementation of the National Policy of Gender Equality; (ii) promoting the application of a gender mainstreaming approach in all areas of public and community life in order to promote gender equality; (iii) activating counselling points in health centers to ensure access to orientation, awareness and quality information services, with a particular attention to Sexual and Reproductive Health and Rights and Gender Based Violence; (iv) supporting vocational training programs and start-up development; (v) supporting NGOs and networks of volunteers for activities of community mobilization and increasing awareness.

## **1. ROLE and RESPONSIBILITIES**

- Ensure a strong communication and follow up with all the women beneficiaries and women associations of the project, governmental counterparts, and other relevant stakeholders in the Red Sea State, in order to promote the protection of women's rights in terms of sexual and reproductive health, combating gender based violence, socio-economic rights and equal participation to public life.
- Support and monitor the activities of the women associations related to the drying and the sale of vegetables and micro-finance activities.
- Support the national NGOs with a contract with AICS in all their activities.
- Collect and analyse data on women associations, gender participation and empowerment, utilising gender sensitive data. Explore the possibility of conducting market assessment or business analysis specifically focused on female farmers and businesswomen.
- Perform a technical evaluation of all the activities.
- Liaise with the State Ministries and their departments.
- Develop new methodologies for gender mainstreaming and women empowerment for current and future activities, in particular for future collaborations with other AICS projects and ensuring especially synergies with other gender programmes/projects.
- Support the project's staff in all its activities, especially in the other two components, child protection and people with disabilities.

## **2. PROFESSIONAL REQUIREMENTS**

- Strong experience in working in projects within a development cooperation context and with a focus on gender;
- Experience in setting up business-oriented activities in local rural communities;
- Experience in dealing with local communities and women associations;
- Experience in gender mainstreaming and gender related trainings;
- Languages: fluent in English (speaking and writing) and Arabic (speaking and writing).

- Ability to write clear reports
- Education: University degree in Sociology, Political Science, Economy or equivalent

### 3. PREFERENTIAL REQUIREMENTS

- Work experience in Red Sea State
- Work experience with AICS or any other development organizations

### 4. EVALUATION OF APPLICATIONS

The selection will be conducted by an Evaluation Commission nominated by the Head of Office in Khartoum according to the following criteria: Education, experience, competencies and preferred requirements (Max 70 points)

Verification of the possession of the essential and preferred requirements according to the documentation presented by the candidate, with reference to the academic titles obtained and the professional experience gained.

Interview (Max 30 points)

The interview will be carried out in person at the premises AICS Office in Port Sudan or through audio/video connection (e.g. Skype).

No reimbursement will be granted to those traveling to Port Sudan for the interview.

### 5. HOW TO APPLY

The applicants must submit a written and signed declaration request to be admitted to the selection procedure. The request must state:

- Full name;
- Nationality and Residence;
- Absence of criminal convictions;
- Studies (place, school and date of issue);
- Valid Phone Number;
- Valid e-mail address;

The submission of the declaration duly signed should also indicate the number of the **vacancy announcement (GEWE\_SPEC/02/19)**. The applicant must attach to the application request:

- Curriculum vitae in English.
- Motivation letter in English.
- Copy of the Academic Certificate in English.
- Copy of valid Passport/ID Card.

The applicant must communicate any changes occurring after the submission of the application for this vacancy. The application and all attachments should be received before 12:00 pm (UTC +2) on the 28<sup>th</sup> of May 2018 with the following modalities:

1. Via email at: [recruitment.sudan@aics.gov.it](mailto:recruitment.sudan@aics.gov.it) mentioning in the subject the vacancy number: **GEWE\_SPEC/02/19**.

2. In closed envelope to: Italian Agency for Development Cooperation, AICS, Port Sudan Office, West Comboni School, Barka Building; Please mark the outside of the envelope with “**PROFESSIONAL VACANCY ANNOUNCEMENT– GEWE\_SPEC/02/19**”.

#### **6. EXCLUSION FROM SELECTION PROCEDURES**

Applications containing the following defects will not be considered:

- a) Applications made without having all requirements described in this announcement.
- b) Application received after the deadline stated in this announcement.

#### **7. RESULTS OF THE SELECTION**

Only the short-listed candidates will be informed of the results of the selection process.

#### **8. PROTECTION CLAUSE**

At any stage of the selection process the Italian Agency for Development and Cooperation in Khartoum has the right at its own complete discretion to terminate the recruitment process.

Khartoum, May 19<sup>th</sup>, 2019

Head of Khartoum Office  
Vincenzo Racalbuto



The stamp is circular with a blue border. The text inside the border reads "AGENZIA ITALIANA PER LA COOPERAZIONE ALLO SVILUPPO" at the top and "AGENZIA ITALIANA PER LA COOPERAZIONE ALLO SVILUPPO" at the bottom. There is a small star at the bottom center of the stamp.