



*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 hosting communities”, AID 11113, invites interested and qualified applicants to participate in the selection for the position of:

PROFESSIONAL VACANCY ANNOUNCEMENT N. GEWE_PO/04/19

GENDER EQUALITY AND WOMEN'S EMPOWERMENT PROJECT OFFICER

(National Position)

<i>Position</i>	Gender Equality and Women Empowerment Specialist
<i>Duty station</i>	Khartoum with frequent travels to Port Sudan.
<i>Duration</i>	12 months, with 3 months probationary period
<i>Salary</i>	Euro 900 month/gross.
<i>Starting</i>	At the end of the recruitment process
<i>Deadline</i>	Agust, 5 2019 at 12:00

PROGRAM DESCRIPTION

The initiative aims to promote the social inclusion and development of human capital of marginalized and vulnerable groups within migrants and hosting communities in the States of Khartoum and Red Sea in Sudan. Hence, the program will focus on the promotion of human rights, socio-economic empowerment and equal access to public services of children at risk, women in difficult situations and persons with disabilities, by increasing their resilience through activities of poverty reduction, capacity building and awareness raising.

Expected start of employment: at the end of the selection process.

Contract duration: 12 months, with 3 months probatory period.

Duty station: Khartoum with frequent travels to Port Sudan.

Remuneration: Euro 900 month/gross.

1. KEY FUNCTIONS

The GEWE Project Officer will:

- a) As to the technical assistance to the Ministry of Social Security and Development and to the Ministry of Agriculture**
 - Review the institutional framework concerning the promotion and protection of women's rights and be always updated on the existing laws and policies



*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

- Support the process of elaboration and implementation of the Gender Action Plan in line with the Gender Equality and Women's Empowerment National Strategy, develop indicators and monitoring systems
- Support the process of elaboration and implementation of the Women's in Agriculture National Strategy
- Contribute to boost the coordination mechanism of donors' actions in the gender sector at the national level
- Identify and coordinate capacity building activities to introduce good practices in the sector of social inclusion, particularly in the promotion of women rights (GBV, FGM/C, women with disabilities, etc.)

b) As to the promotion of gender equality and women's empowerment

- Supervise the creation and activation of programs for the prevention/detection of GBV and the protection of survivors
- Supervise the creation and activation of programs for informal education
- Identify and coordinate activities promoting women's sexual and reproductive health and rights (SRHR), in strong collaboration with AICS health programs
- Plan and coordinate vocational trainings and business development activities in support to entrepreneur women
- Identify and coordinate activities to promote women's leadership and political participation
- Identify and coordinate capacity building activities aiming at strengthening the CSOs and women's associations in the fields of human rights, GBV, FGM/C, SRHR, business development, entrepreneurship, education, leadership, etc.

c) As to the overall job

- Integrate and mainstream the gender component with the other two components of the program (child protection and people with disabilities) both in Khartoum and in Red Sea States in close coordination with the GEWE Program Coordinator;
- Collaborate with the GEWE Specialist in Port Sudan with periodic updates and travels (ability and willingness to travel to project operational locations outside Khartoum to support partner's operations is essential);
- Facilitate relations and information sharing with institutional counterparts, organize meetings for the Program Coordinator(s);
- Provide punctual written reports in English, according to the reporting timeframe established by the Program Coordinator(s);
- Promote the program at all levels and suggest ways to increase its visibility;
- Perform any other task required by the project office.



*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
AID11113

2. REQUIREMENTS

Essential requirements:

- Master degree in Sociology, Political science and/or Social Science or any related discipline with at least 2 years of professional experience. Alternatively, Bachelor degree in the same disciplines with at least 3 years of professional experience;
- Excellent communication skills in both Arabic and English (written, spoken);
- At least 2 year experience in programming especially in managing partners in program delivery (both strategic and transactional);
- At least 2 year experience in strengthening CSOs and local NGOs active in the promotion of gender equality or equality agenda, gender diversity standards in challenging socio-political environment;
- At least 1 year experience in the prevention and elimination of GBV and/or traditional harmful practices;
- Demonstrated experience in programme and project planning and experience in gradually mentoring low performing towards improved programme delivery;
- Good knowledge of main software tools (Microsoft Office above all).

Preferential requirements:

- Previous experience in developing strategies and processes as well as in initiating and enhancing partnership relationships with national NGOs, private sector, universities and associations;
- Previous work experience with national institutions in charge of gender equality and women's empowerment;
- Previous work experience with the public sector or as civil servant;
- Previous experiences in International Agencies/INGOs.

3. 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 particular 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 of AICS Office in Khartoum or through audio/video connection (e.g. Skype)



*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

4. HOW TO APPLY

The submission of the application duly signed should indicate the number of the vacancy announcement. The application shall be written in English and include:

- 1) Curriculum vitae in Europass format and in English
- 2) Motivation letter in English
- 3) Copy of academic certificate in English
- 4) Copy of valid passport/ID card

All documents need to be dated and signed by the applicant.

The applicant should also provide a telephone number and an email address for communications. 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 (UTC+2) on the **5th of August 2019** with the following modalities:

- 1) Via email at: **recruitment.sudan@aics.gov.it** mentioning in the subject the vacancy number **GEWE_PO/04/19**;
- 2) In closed envelope to: Italian Agency for Development Cooperation, Al Amarat, street 33, Khartoum; please mark the outside of the envelope with "PROFESSIONAL VACANCY ANNOUNCEMENT GEWE_PO/04/19 – GENDER EQUALITY AND WOMEN'S EMPOWERMENT PROJECT OFFICER"

5. 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) Applications received after the deadline stated in this announcement.

6. RESULTS OF THE SELECTION

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

7. PROTECTION CLAUSE

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

Khartoum, July 9th 2019

Head of AICS Khartoum Office
Vincenzo Racalbuto

