



<b>Job title:</b>	Programme Analyst - Gender and GBV
<b>Level:</b>	NO-B (Open to Gambian nationals only)
<b>Position Number:</b>	00147481
<b>Location:</b>	Banjul, the Gambia
<b>Full/Part time:</b>	Full-Time
<b>Fixed term/Temporary:</b>	Fixed Term
<b>Rotational/Non Rotational:</b>	Non-Rotational
<b>Duration:</b>	One year (renewable)

### **The Position:**

Under the guidance of the UNFPA Country Representative and direct supervision of the Programme Specialist Gender and GBV, the Programme Analyst Gender and GBV will be responsible for the Gender and Human Rights related interventions of the Country Programme. The Gender Analyst substantively contributes to the effective management of UNFPA activities in the areas of gender and human rights. S/he analyzes and assesses relevant political, social and economic trends and provides substantive inputs to programme formulation and evaluation, joint programming initiatives and national development frameworks. The Programme Analyst guides and facilitates the delivery of UNFPA's programmes by monitoring results achieved during implementation. S/he ensures and guides the appropriate application of systems and procedures and develops enhancements if necessary.

Specifically, s/he will support government and CSO partners on strengthening institutional capacity to mainstream gender in selected institutions; and enhancing community capacity to protect women's, girls' and marginalized groups (including persons with disabilities) rights in the areas of gender-based violence, and gender sensitive and responsive integrated SRH programmes, including contributing to accelerating progress on the ICPD+30 agenda and SDGs.

### **How you can make a difference:**

UNFPA is the leading UN agency for delivering a world where every pregnancy is wanted, every childbirth is safe and every young person's potential is fulfilled. UNFPA's strategic plan (2022-2025), reaffirms the relevance of the current strategic direction of UNFPA and focuses on three transformative results: to end preventable maternal deaths; end unmet need for family planning; and end gender-based violence and harmful practices. These results capture our strategic commitments to accelerating progress towards realizing the ICPD and SDGs in the Decade of Action leading up to 2030. Our strategic plan calls upon UN Member States, organizations, and individuals to "build forward better", while addressing the negative impacts of the Covid-19 pandemic on women's and girls' access to sexual and reproductive health and reproductive rights, recover lost gains, and realize our goals.



In a world where fundamental human rights are at risk, we need principled and ethical staff, who embody these international norms and standards, and who will defend them courageously and with full conviction.

UNFPA is seeking candidates that transform, inspire, and deliver high-impact and sustained results; we need staff who are transparent, and exceptional in how they manage the resources entrusted to them and who commit to delivering excellence in programme results.

**Job Purpose:**

The Gender/GBV Analyst assists in the design, planning and management of UNFPA's country programme by analyzing relevant political, social and economic trends and providing inputs to gender and GBV-related project formulation and evaluation, joint programming initiatives and national development frameworks. S/he assists with gender/GBV programme/project implementation by using and developing appropriate mechanisms and systems and ensuring compliance with established procedures, as well as by monitoring results achieved during implementation.

Working within a Country Office environment and as part of a multi-disciplinary team, S/he will provide overall strategic guidance and inputs in gender programming and response to the strengthening of the FGM/C, Gender and GBV components of the country programme and related projects. s/he will also play a key role in bringing expertise to the gender and GBV portfolio and maintaining an integrated, multi-sectoral approach to reach those furthest behind with impact and efficiency. and cultural sensitivity.

**You would be responsible for:**

- Identifying and developing strategic policies and programme interventions in addressing violence against women and girls.
- Review of the National Action Plan on FGM/C and GBV
- Monitor the implementation of FGM/C and GBV activities countrywide
- Support and collaborate with other team members for resource mobilization related to the implementation of GBV and Gender interventions for the country office
- Represents the Country Office in Gender related Working Group and any other relevant structure
- Lead the country office work on disability and its intersectionality with gender, GBV, SRH and youth programming
- Performs any other duties as assigned by the Representative.



**Education:**

Advanced university degree in Gender, Social Anthropology, Law and Women’s Rights, Sociology, Cultural studies, or other related fields.

**Knowledge and Experience:**

- 3-5 years of professional experience in Gender or GBV programme and project management, including international development assistance in the field;
- Understanding of gender and human rights and women’s human rights is essential;
- Broad experience in gender analysis, policy and programming is essential;
- Experience in culturally sensitive programming is essential;
- Experience in advising and supporting initiatives to promote gender equality and eliminate GBV and harmful practices ;
- Demonstrated expertise in the substantive area of work, including programme/project planning design, follow-up, monitoring and evaluation;
- Strong track record of technical leadership and proven ability to produce demonstrable results

**Languages:**

Fluency in English is mandatory; knowledge of other official UN languages is desirable.

**Required Competencies:**

<p><b>Values:</b></p> <ul style="list-style-type: none"><li>● Exemplifying integrity,</li><li>● Demonstrating commitment to UNFPA and the UN system,</li><li>● Embracing cultural diversity,</li><li>● Embracing change</li></ul>	<p><b>Functional Competencies:</b></p> <ul style="list-style-type: none"><li>● Advocacy/ Advancing a policy-oriented agenda</li><li>● Leveraging the resources of national governments and partners/ building strategic alliances and partnerships</li><li>● Delivering results-based programmes</li><li>● Internal and external communication and advocacy for results mobilization</li></ul>
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**Core Competencies:**

- Achieving results,
- Being accountable,
- Developing and applying professional expertise/business acumen,
- Thinking analytically and strategically,
- Working in teams/managing ourselves and our relationships,
- Communicating for impact

**Managerial Competencies:**

- Providing strategic focus,
- Engaging in internal/external partners and stakeholders,
- Leading, developing and empowering people, creating a culture of performance
- Making decisions and exercising judgment

**Compensation****and****Benefits:**

This position offers an attractive remuneration package including a competitive net salary, health insurance and other benefits as applicable.

No hard copy applications will be accepted. Only short-listed applicants will be acknowledged.

**Disclaimer:**

UNFPA does not charge any application, processing, training, interviewing, testing or other fee in connection with the application or recruitment process. Fraudulent notices, letters or offers may be submitted to the UNFPA fraud hotline <http://www.unfpa.org/help/hotline.cfm>

In accordance with the Staff Regulations and Rules of the United Nations, persons applying to posts in the international Professional category, who hold permanent resident status in a country other than their country of nationality, may be required to renounce such status upon their appointment.