



## EXTERNAL VACANCY ANNOUNCEMENT

**Terepeza Development Association (TDA)** is a Christian Relief and Development organization implementing various community development projects and programs. Currently, TDA is looking for two competitive **Female Candidates** to be hired in **Gender Officer Role** in “Humbo Woreda Nature+ Project.”

The Gender Officers will be responsible to facilitate mechanisms and build the capacity of communities and stakeholders through trainings and ascertain gender sensitivity is exercised in project landscape. This is to ensure that gender is mainstreamed across project pillars. The candidates will work with TDA gender specialist and Nature+ project staff and senior team to build their understanding on the TDA gender policy and create/ maintain gender-friendly work environment. Hence, the interested applicants’ mainly female candidates are highly encouraged to review the specifications/ requirements/ criteria mentioned below and apply for it before the deadline.

### Main Responsibilities and Key Result Areas

#### Provide Technical Assistance during Planning and Implementation

- Assist the process of gender training materials development and review to ensure that they are inclusive and address gender, women and girls empowerment concerns;
- Support updates on development of gender mainstreaming policy, standards, norms and guidance/technical approach for use in TDA programming;
- Train staff to use gender awareness training materials and support all players with roll out during community out-reaches that could attain positive behavioral and social change;
- Provide technical support and ensure that gender issues are identified, prioritized and mainstreamed locally during project Design, Monitoring and Evaluation process;
- Monitor continuously replicated trainings and ensure that female, male and youth participation, learning and general quality is continued and remain high;
- Make recommendations to incorporate gender perspectives into Nature+ extension approaches and trainings whilst working with a team to ensure that they are implemented correctly;
- Develop appropriate risk mitigation strategies for gender initiatives that could have unintended and negative consequences for the groups that the Nature+ program seeks to benefit.
- Review programmatic assessment tools (surveys, questionnaires etc) to ensure that they are thematically and technically sound in gender empowerment point of view;
- Support project team in collection of sex-disaggregated, gender-sensitive, persons with disability (PWDs) and GBA+ issues inclusive data and documentation progress in program activities;
- Submit timely (monthly, quarterly, interim and annual) reports that reflect project progress during implementation with practically proven documented stories in ground;
- Deliver gender empowerment training to build employee capacity to undertake effective gender related activities;
- Build the capacity of TDA field staff and stakeholders to enable them understand/ address gender inequality;
- Facilitate and provide local inputs to conduct research and advocacy initiatives on gender issues to promote equal opportunity on access and control over resources;



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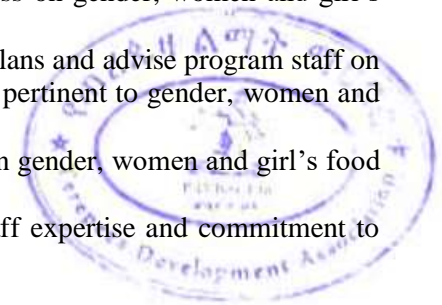
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- Promote ground level networking and partnership with local government and other stakeholders to promote gender equality and represent TDA in various local meetings as appropriate;
- Jointly work with Nature+ team to foster gender-friendly working environment, integrate gender in program and administrative works and increase women representation in leadership;
- Jointly work with TDA program leadership to mainstream gender perspectives in policy/ strategy development for further planning;
- Promote documentation and share best practices on gender issues in Nature+ program;
- Facilitate and promote implementation of activities focused on the intersection of gender, women's empowerment, nature+ livelihood, food security and inclusion interventions;
- Develop Nature+ detailed implementation plan (DIP) for activities focused on the intersection of gender, women's empowerment, nature+ livelihood, food security and inclusion interventions;

### Capacity Building and Technical Support

- Establish staff and key partner induction and ongoing training process on gender, women and girl's food security program quality;
- Conduct local capacity assessment and based on the results; prepare plans and advise program staff on key learning competency and skill requirements in staff and partners pertinent to gender, women and girl's food security;
- Leads the development and facilitation of trainings for project staff on gender, women and girl's food security specific initiatives;
- Develop and implement follow-up and coaching plans to sustain staff expertise and commitment to apply new skills;



### Partnership and Networking

- Ensure TDA's input into gender, women and girl's food security programming with government counterparts in the target landscape;
- Represent TDA at all key local government sectors on promotion and scaling up of gender, women and girl's food security-related forums and platforms as appropriate;
- Establish and maintain productive relationships with partner organizations working with TDA

### Learning, Documentation and Sharing

- Identify best practices and learning related to gender, women and girl's food security interventions and make strong documentation to ensure program quality improvement;
- Record and document best practices and lessons on project's gender achievements.

### Leadership and Representation

- Contribute to transparent and participatory management and decision making;
- Support field staff and build technical capacity in gender, women and girl's food security;
- Actively participate in project progress coordination and synergy;



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## Job Requirement

### A) Education and Training

BA/BSc Degree in Gender and Economic Development, Development Studies, Climate Change and Sustainable Development Food Security, Rural Development and Food Science, Sociology, law, Social Work, Social Psychology, Agricultural Economics, Agribusiness or any other related fields

### B) Work Experience Technical Skills and Knowledge

At least 3 years relevant professional experience for BA/BSc and 2 years experience for MA/MSc mainly in areas of gender and development, which could be an added value to develop gender and women empowerment framework in target landscape. This includes experience with challenging social norms, particularly in relation to climate action, food security and rural development programs.

Familiarity with gender mainstreaming tools (gender analysis, gender risk mitigation and use of gender-sensitive indicators etc), experience in working with multi-stakeholders, demonstrated analytical and writing skills, excellent reporting, communication and presentation skills. Ability in interpersonal relationship, project planning and teamwork is much appreciated. Proven knowledge and capacity in using basic computer applications like MS Word, Excel and the Power Point etc. Proficient skill in speaking “Wolayttato” is mandatory. Providing motorbike-driving license has added value.

### C) Competencies:

TDA core values (impartiality, respect, accountability, and compassion), building partnerships, and managing performance for success, initiating action, interpersonal skills, contributing to team success, proactive problem solving and organizing.

**D) Duty Station:** Humbo woreda with frequent travel to project target kebeles and landscapes.

**E) Number Required:** One (01) candidate in full time basis

**F) Salary:** As per TDA scale

**G) Reports to:** Project Coordinator

**H) Employment Duration:** 12 months with possibility of extension

**I) How to Apply & Deadline:** Candidates with required knowledge, skills, and proven experiences are invited to submit an updated CV mentioning key relevant experiences & necessary documents, with application letter by email to “[tdavpa@tdaeth.org](mailto:tdavpa@tdaeth.org)” with in 7 working days starting from date of advertisement.

**Remarks:** Female applicants are highly encouraged to apply for the position.

