

<b>GBV Programme Coordinator Role Profile</b>		
<b>Role title:</b> GBV Coordinator	<b>Reports to:</b> Head of Programmes	<b>Date:</b> February 2023
<b>Department:</b> Programmes	<b>Direct Reports:</b> 0	<b>Budget Holder:</b> No
<b>Location:</b> Kenya/Ethiopia/Nepal	<b>Contract:</b> 5 Years Fixed Term	
<p><b>Context:</b> The Programmes team is essential to delivering <a href="#">ActionAid Ireland’s strategy 2022-2027</a> to create a just and caring world where women’s human rights are respected through addressing the structural causes of Gender Based Violence (GBV), promoting women’s leadership in humanitarian contexts and amplifying feminist alternatives on economic and climate justice. ActionAid Ireland’s strategy also makes clear commitments to anti-racism, shifting power and decolonisation, embedding learning and evaluation and safeguarding. Human rights-based approaches are at the heart of ActionAid’s work.</p> <p>The team is comprised of the Head of Programmes, Programme Performance and Learning Coordinator, a Programme and Policy Officer and a consultant, all working closely with Women’s Rights Officers and Country Directors in partner countries. The GBV Coordinator is a newly established position within the team and will play a key role in the design and implementation of high-quality programming, particularly in responding to, and addressing the structural causes of GBV. ActionAid Ireland recognises the intersecting realities of pervasive GBV, conflict and instability, the impact of climate crisis and governance challenges and strives for its programmes to improve its interventions at different levels (interpersonal, community, institutional) to realise human rights.</p> <p>Action ActionAid Ireland’s largest programme is the Women’s Rights Programme III (WRP III) 2023-2027. It is funded by Irish Aid, and implemented across three countries Kenya, Nepal and Ethiopia. This programme aims to achieve equal opportunities for women in safe communities. It builds on the success of WRP II and focuses on two key outcomes across the three countries a) reduction in GBV for women and girls and 2) greater economic empowerment for women in marginalised communities. There will also be an additional focus on climate justice within the programme in order to combat and mitigate the impact of climate change on women’s rights. Within the scope of this programme, the GBV Coordinator will be responsible for providing technical expertise and leadership on approaches that prevent, mitigate and respond to GBV. They will also be responsible for ensuring a holistic approach by integrating Human Rights Based Approach (HRBA) and Behaviour Change approach and ensuring they are survivor centred. The GBV Coordinator will also be responsible for coordinating, and applying learning, and strengthening skills and knowledge in the areas of GBV and women’s rights. They will represent ActionAid at networks and relevant platforms to share learnings, raise voices and profiles of ActionAid partners and draft and disseminate resources to enhance the organisation’s policy priorities.</p> <p>The position requires deep experience in addressing GBV and gender transformative programming, including the ability to link this experience to policy dialogues addressing GBV and promoting women’s rights. It requires strong commitment to shifting power and locally</p>		

led development and applying intersectional feminist approaches throughout programme and policy initiatives that deliver on ActionAid Ireland's strategy.	
<b>Key attributes:</b> technical leadership, a clear commitment to Action Aid's mission and values	
<b>Areas of Activity</b>	<b>Key Accountabilities and Deliverables</b>
Programmatic support	<ul style="list-style-type: none"> <li>• Provide technical expertise and leadership in the areas of GBV, women's economic empowerment (WEE) and climate justice to ensure programme interventions are appropriate and sustainable.</li> <li>• Support programme design and implementation based on robust power and gender analysis.</li> <li>• Ensure survivor centered and do no harm approaches are integrated fully into programme design and implementation.</li> <li>• Support qualitative programme monitoring, evaluation and learning approaches with emphasis on feminist participatory practices.</li> <li>• Support quality reporting from country teams in close coordination with the Programme Performance and Learning Coordinator</li> <li>• Support the development and finalisation of the annual report for the donor in collaboration with AA Ireland Head of Programmes and the wider Programme Team.</li> <li>• Contribute to systematic documentation and quality reporting.</li> <li>• Conduct research and analysis on practices and approaches in consultation with country teams, partners and women's rights groups.</li> <li>• Support skills and knowledge strengthening through training, guidance and mentoring on effective approaches and practices that prevent, mitigate and respond to GBV</li> <li>• Produce useful and relevant technical resources to support quality and innovative programming in the area of GBV and women's economic empowerment</li> <li>• Promote internal and external learning on ActionAid's approaches to addressing GBV and promoting women's economic empowerment.</li> </ul>
Policy support	<ul style="list-style-type: none"> <li>• Stay abreast of debates and emerging thinking on GBV, women's economic empowerment and feminist alternatives to economic and climate justice.</li> <li>• Coordinate, draft and contribute to research and policy briefs addressing the structural causes of GBV and other policy priorities.</li> <li>• Identify opportunities for linking programme analysis/issues to policy asks in Ireland and Europe.</li> </ul>

	<ul style="list-style-type: none"> <li>• Support ActionAid’s international campaign on climate justice through evidence-based programme analysis, learning and case studies on the impact of climate change on women’s rights.</li> <li>• Support women’s voice and leadership at all levels from community to national/international level.</li> </ul>
Organisational support	<ul style="list-style-type: none"> <li>• Support the Head of Programmes in the development of a new Programme Strategy ensuring sound technical analysis of GBV and strategic vision across both development and humanitarian programming.</li> <li>• Share and disseminate learning outcomes that emerge across the programme portfolio</li> <li>• Stay up to date on emerging debates and thinking on GBV, feminist alternatives, women’s rights.</li> <li>• Support the commitment and practice of feminist leadership principles.</li> <li>• Lead on the development of ActionAid Ireland’s Safeguarding Strategy</li> <li>• Develop and maintain excellent working relationships with key stakeholders across the Federation.</li> <li>• Participate in and facilitate training in addressing GBV and promoting WEE as required.</li> <li>• Be willing to carry out any other duties that are within the scope of GBV and women’s economic empowerment for AA Ireland.</li> </ul>
Values	<ul style="list-style-type: none"> <li>• To espouse Action Aid’s social justice and equality values.</li> <li>• To practice and promote Feminist Leadership Principles</li> </ul>
<b>Key Relationships</b>	
Internal	Participate and actively engage in the Women’s Rights Platform
External	Participate and actively engage in the Irish Consortium for GBV Participate and actively engage with GADN Network and their relevant working groups

<b>Experience, Knowledge, and Expertise</b>	
Essential	Desirable
<ul style="list-style-type: none"> <li>• A third level qualification in gender equality, human rights or a related field.</li> </ul>	<ul style="list-style-type: none"> <li>• A post graduate qualification in a related field.</li> <li>• Experience working on policy or research in a related field.</li> </ul>

<ul style="list-style-type: none"> <li>• A strong technical knowledge of international development programming in addressing GBV and promoting women’s economic empowerment programming.</li> <li>• At least five years’ experience of providing technical support on a range of approaches for transformative GBV programming.</li> <li>• Experience in designing and implementing programmes, including MEL systems, that are rooted in gender and power analysis and survivor centered approaches.</li> <li>• Commitment to and understanding of feminist approaches.</li> <li>• Experience in strategic engagement with men and boys in preventing and mitigating GBV and violence against women.</li> <li>• Experience working with donors and donor procedures.</li> <li>• A good ability to identify and engage in policy dialogues on GBV, women’s economic empowerment and other related issues.</li> <li>• Excellent analysis and writing skills and ability to produce quality reports, guidance and other resources.</li> <li>• Strong facilitation skills with experience in capacity strengthening, training and mentoring.</li> <li>• Good understanding of up to date debates and thinking on GBV and women’s economic empowerment.</li> <li>• Ability to build good working relationships and connecting with colleagues from different thematic areas across a large organisation.</li> <li>• Excellent interpersonal and communication skills.</li> <li>• Fluency in English</li> </ul>	<ul style="list-style-type: none"> <li>• Experience working on human rights, social norm change, climate or economic justice.</li> <li>• A working knowledge of a language relevant to ActionAid Ireland’s programme countries.</li> </ul>
<p><b>About you</b></p>	

You are committed to women's rights and deeply understand the reality of GBV and other barriers to gender equality. You are experienced in designing and implementing gender transformative programming and providing leadership and guidance in effective ways to address the structural causes of GBV. You have a breadth of interest in different and innovative ways to affect change both at the programming and policy levels. You are committed to strengthening the capacity of those you work with and constantly improving the quality of ActionAid Ireland's work. You have a collaborative working style and root your analysis and support in the perspectives and experiences of women's rights and women-led organisations in the Global South. You encourage learning and sharing and value people of diverse backgrounds and cultures.