

Job Description

Position	Regional Protection, Gender and Inclusion adviser, Africa
Location	Nairobi, Kenya with frequent travel in the region
Line Manager	Head of Region, East Africa
Duration	24 months (with possible extension), starting from April-May 2022

Background

Finnish Red Cross (FRC) approach to Protection, Gender and Inclusion (PGI) follows the International Federation of Red Cross Red Crescent Societies (IFRC) PGI policy seeking **to address the causes, risks and consequences of violence, discrimination and exclusion in an integrated way**¹. For us, **protection** means addressing violence and keeping people safe from harm. **Gender and diversity** is about addressing discrimination and understanding people's different needs, risks and capacities, and **inclusion** means actively addressing exclusion by meaningfully involving and engaging excluded people in our work.

Under these three cross-cutting objectives, FRC's specific focus areas are on the prevention of Gender-based violence (GBV) and Prevention of Sexual Exploitation and abuse (PSEA) and advancing disability inclusive development and ensuring that the IFRC Minimum Standards for Protection, Gender and Inclusion are applied across our programmes and operations by supporting the development of institutional PGI capacities in our partnering Red Cross Red Crescent Societies. Inclusion for us holds a strong emphasis on persons with **disabilities**, absent in the IFRC PGI framework. FRC is committed to pay special attention to disability inclusive programming and promotion of equal rights, access and meaningful participation of persons with disabilities.

Purpose

The overall purpose of the position is to ensure that Finnish Red Cross Africa focused programmes and operations are inclusive and add value for girls and boys, women and men, from different backgrounds and abilities.

Role

The main role of the adviser is to provide or facilitate the delivery of technical support for the Finnish Red Cross and its partners to apply the IFRC PGI Policy and Minimum Standards for Protection, Gender and Inclusion across our programmatic, operative and institutional cooperation in the Africa region as well as to promote the achievement of the objectives of the FRC International Aid strategic framework on inclusion.

Expectations

We are looking for an experienced and strategically oriented PGI expert capable of supporting the FRC regional and country managers to advance our PGI goals in selected countries and contexts in Africa. At the same time, we expect the adviser to have hands-on expertise on gender-sensitive and inclusive action within vulnerable communities to be able to propose and push for tangible PGI related improvements in our operative and programmatic cooperation. The

¹ Protection, gender and inclusion (PGI) describes the IFRC's approach to address causes, risks and consequences of violence, discrimination and exclusion in an integrated way. "Protection" and "inclusion" refer to specific actions taken to mitigate and eliminate the various risks people are facing and to meet the different needs they have in this regard. "Gender and diversity" refer to gender intersecting with a multitude of factors we must consider and understand to effectively protect and include different people. In addition, in the IFRC PGI-approach, "Gender and Diversity" also represents a goal in itself - a strong commitment to gender equality and to promoting diversity in all levels of society, grounded in the fundamental principles of humanity and impartiality.

holder of this position is expected to have the capacity to build on the work done by the Finnish Red Cross in disability inclusion in Africa, ensuring the implementation of disability inclusion roadmaps created for selected partner countries. Experience in working in humanitarian situations is a must.

As Finnish Red Cross partners with 11 National Societies in Africa, working through our own staff members, partners' and other Red Cross Movement members promoting the same goals is an important aspect of the adviser's work. For this, we expect the adviser to have a mindset of promoting other people's learning and strong problem-solving skills. We expect the adviser to be hungry for learning and exploring methods and ways of working within communities and partner organisations for better impact. For this, it is important to seek for and utilize the expertise of local women's associations and Organisations of Persons with Disabilities.

The regional PGI adviser works closely with the senior specialist on PGI at the FRC Helsinki Headquarters, whose role is to facilitate cross-organisational knowledge development, policy, approach and tool development, advocacy and strategic partnerships within and outside of the Red Cross movement. The adviser is a member of a PGI thematic working group and part of a core group on PGI led by the senior PGI specialist and contributes to the PGI development of FRC international aid as per the thematic PGI roadmap, from the perspective of Africa.

Qualifications

1. Education

- University degree in relevant field

2. Experience

- At least 5 years' experience in working in humanitarian organisation in a developmental or humanitarian role (preferably within the Red Cross Movement)
- Demonstrated experience and technical knowledge working on at least 2-3 topics under the wider Protection, Gender, and Inclusion umbrella
- Experience in supporting gender sensitive and inclusive planning of community programmes and/or emergency operations
- Experience in promoting disability inclusion in programmes and/or emergency operations and partnerships is an added value
- Experience in Sexual and Gender-Based Violence and PSEA preferred
- Experience in providing technical support and advice in PGI related themes

3. Skills and competencies

- Good communication, interpersonal and networking skills
- Proven skills in training, facilitation, and advocacy
- Flexibility and capacity to adopt the advice and actions to different cultural and institutional contexts
- Problem solving capacities and readiness for learning as well as to facilitate other people's learning
- Awareness of disability-inclusive development
- Demonstrated ability to work with organisations representing excluded and marginalised groups including persons with disabilities.
- Willingness to travel frequently.

4. Languages

- Fluent written and spoken English. French is an advantage.