

Job Title : **GENDER AFFAIRS OFFICER**

Department/ Office : MONUSCO – Gender Affairs

Duty Station : Kinshasa

This is a secondment post by the Folke Bernadotte Academy (FBA) Sweden, to the United Nations.

United Nations Core Values: Integrity, Professionalism, Respect for Diversity.

Organizational Setting and Reporting

This position is located within the United Nations Stabilization Mission in the DRC (MONUSCO), Kinshasa, in the Gender Affairs Section. The Gender Affairs Officer will report to the Senior Gender Adviser and Chief Gender Affairs.

Responsibilities

Within the limits of delegated authority, and under the supervision of the Senior Gender Adviser (SGA), the Gender Affairs Officer will be responsible for performing the following duties:

- Support the implementation of UN Security Council Resolutions on Women, Peace and Security and the DPO Policy on Gender Responsive Peacekeeping Operations 2018-2021, Resolution 2463 (2019) and subsequent resolutions for MONUSCO.
- Translate the mission mandated tasks and gender strategy into a form that fuses objectives, timelines and expected outcomes of the priority functions of every section/office/component in the mission into a coherent whole, serving as an authoritative specialist for the continuous roll-out and use of gender markers in this context.
- Assist the SGA to develop and monitor benchmarks for gender markers across MONUSCO to strengthen the gender responsiveness and effectiveness of the operations of the Mission.
- Analyze the priority functions of the sections and offices of uniformed and civilian components of the Mission and prepare corresponding modules to support their gender responsiveness.
- Advise and support the various field offices/components in the identification or further development of quantitative and qualitative gender sensitive indicators and gender analyses to take into account the distinct needs and contributions of women/girls and men/boys in their policies and in their respective operations and report on them regularly.
- Collaborate with the training section on gender markers capacity building and reflect DPO gender directives, and the gender markers concepts as directed by the Senior Gender Adviser.

- Support the SGA in the preparation of all Gender Mission Leadership Teams meetings, including the preparation of decision briefs pertaining to the area of responsibility on the markers and on women political participation.
- Conduct necessary research and analysis and help the team to develop modules for the newly elected provincial governments and with relevant women and youth civil society organizations partnering with MONUSCO. The aim being to provide knowledge and exposure to newly elected men and women in the practice of good governance with gender lenses. Collect and keep relevant reports on good practices in the field, up-dated.
- Analyze the priority thematic components: a- Protection of Civilians and b- Stabilization and strengthening of key governance and security reforms and advise the concerned offices and mission staff on how to enhance their gender responsiveness, using the gender makers tool.
- Act as a resource person for the Mission's Gender Focal Points on their capacity building and coaching, on the collection of data for the markers, the indicators' population and reporting.
- Support the results-based budgeting (RBB) process and provide substantive inputs to gender responsive results-based reporting and analysis.
- in close collaboration with the Monitoring and Evaluation Officer, prepare the periodic reviews of the advancement of the use of gender markers in MONUSCO and support the Senior Gender Adviser in extracting lessons learned, populating the HQ Gender dashboard and the Mission's CPAS (Comprehensive Performance Assessment System).
- Participate with the gender team in facilitating dialogue between the Mission's leadership and civil society organizations, including women's groups, on gender issues.
- Contribute to the preparation of situation and gender reports, code cables and thematic presentations including inputs to periodic reports of the Secretary General as well as other reporting requirements.
- Perform other relevant duties, as required.

Competencies

Professionalism: Recognized expert in the field of gender affairs; track record on advising peers, senior management and uniformed personnel. Experience in curriculum development on gender markers. Strong conceptual and strategic analytical capacity and experience in the development and use of gender markers or any similar accountability tool. Ability to analyze and evaluate critical matters pertaining to organizational gender responsiveness. Solid familiarity and experiences in participatory development of gender strategies and implementation plans, preferably in the field of peace and security. Ability to extract lessons learned and prepare good practices for a broad use. Proven experience as a tools and benchmark developer. Excellent capacities to draft modern, interactive presentations.

Communication: Excellent communications skills. Strong interpersonal skills. Ability to conduct discussions with peers and senior leadership. Proven skills in packaging messages and negotiations with reticent constituencies in a productive manner. Ability to prepare succinct analytical briefs.

Teamwork: Excellent interpersonal skills and ability to establish and maintain effective partnerships and working relations, both with international and national staff. Ability to work in a multicultural and multiethnic environment.

Planning and Organizing: Develops clear goals that are consistent with agreed job description and strategies; Identifies priority activities and assignments; Adjusts priorities as required; works to tight deadlines and reviews the work of others; Foresees risks and allows for contingencies when planning; Monitors and adjusts plans and actions as necessary; Uses time efficiently.

Accountability: Takes ownership of all responsibilities and honors commitments; delivers outputs for which one has responsibility within prescribed time, cost and quality standards; operates in compliance with organizational regulations and rules; supports colleagues and Gender Focal Points, provides oversight and takes responsibility for delegated assignments; takes personal responsibility for his/her own shortcomings and those of the work unit, where applicable.

Education

Advanced university degree (Master's degree or equivalent) in one or a combination of the following fields: development studies, social studies, gender studies, law, political studies or a related field. A first-level university degree in combination with two additional years of qualifying experience may be accepted in lieu of the advanced university degree.

Work Experience

A minimum of five years of relevant, progressively responsible professional experience in one or a combination of the following fields: gender mainstreaming in large organizational setting; women and politics/governance; women, peace and security; gender programme management, including monitoring, evaluation and training among uniformed and civilian personnel is required. At least two years of experience in the promotion of gender equality in a post-conflict setting with a sound reporting, communication and coordination skills is required. Experience in the conception and roll-out of gender markers in a medium to large organizational setting is a distinctive asset. Demonstrated understanding of the concepts and practices related to the gender dimensions of peacekeeping in conflict and post-conflict contexts is required. Prior experience working with one or several international organizations is required. Prior experience with United Nations, in particular in peacekeeping missions is highly desirable.

Languages

English and French are the working languages of the UN Secretariat. For the position advertised, full fluency with very strong command of writing and speaking in either French or English with a working knowledge of the other language are required.

Assessment

Evaluation of qualified candidates includes an assessment exercise which will be followed by competency-based interview.

United Nations Considerations

According to article 101, paragraph 3, of the Charter of the United Nations, the paramount consideration in the employment of the staff is the necessity of securing the highest standards of efficiency, competence, and integrity. Candidates will not be considered for employment with or secondment to the United Nations if they have committed violations of international human rights law, violations of international humanitarian law, sexual exploitation or sexual abuse, or crimes other than minor traffic offences, or if there are reasonable grounds to believe that they have been involved in the commission of any of these acts. The term "sexual exploitation" means any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another. The term "sexual abuse" means the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.

The United Nations Secretariat is committed to achieving 50/50 gender balance in its staff. For this position, female as well as male candidates are encouraged to apply.