



Programme Analyst, Gender & GBV

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| Job title: | Programme Analyst, Gender & GBV |
| Level: | NOB |
| Position Number: | |
| Location: | Chisinau, Moldova |
| Full/Part time: | Full-Time |
| Fixed term/Temporary: | Temporary |
| Rotational/Non Rotational: | Non-Rotational |
| Duration: | 364 days |

The Position:

United Nations Population Fund (UNFPA), the leading UN organization in Sexual Reproductive Health and Rights, Gender equality and Gender Based Violence (GBV) and Population and Development, is recruiting a Gender and GBV Programme Analyst to be located in Chisinau, Republic of Moldova.

The Programme Analyst provides technical and programme support to strengthen UNFPA gender-transformative programming and GBV interventions in the Republic of Moldova, with special attention to ensure an integrated approach to gender and GBV issues across the humanitarian-development-peace nexus. The Analyst expedites and coordinates project implementation, establishing collaborative relationships with implementing agencies, government and civil society counterparts and other UN agencies, while facilitating timely and efficient delivery of programme results and addressing training needs of implementing partners.

How you can make a difference:

UNFPA is the lead 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 new 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; to end the unmet need for family planning; and end gender-based violence and harmful practices. These results capture our strategic commitments in accelerating progress towards realizing the Programme of Action of the International Conference on Population and Development and SDGs in the Decade of Action leading up to 2030.

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, exceptional in how they manage resources entrusted to them and who commit to deliver excellence in programme results.

Job Purpose:

UNFPA Moldova is actively involved in the humanitarian refugee response to the Ukrainian crises, supporting provision of women and girls' health services, including reproductive maternal health and psychosocial support and Gender-Based Violence support and referral assistance to refugees from Ukraine to the Republic of Moldova.



UNFPA is a key GBV actor in Moldova, with a coordinating role in terms of GBV humanitarian responses in Moldova through its co-lead of the GBV Sub-cluster, working in partnership with other UN agencies, national and international NGOs, to support the government in prevention, response and risk mitigation along the humanitarian-development-peace nexus. UNFPA is implementing GBV humanitarian response activities that include establishment of Orange Safe Spaces for women, youth and older people and strengthening the GBV mobile services through the mobile teams for the provision of integrated services at the community level, dissemination of life-saving information about individual rights, and how and where to access critical GBV services, GBV case management, MHPSS as well as improving referral pathways to health facilities for Clinical Management of rape services. UNFPA is co-leading together with UNHCR the GBV Sub-Cluster ensuring the needs of women and girls are protected and mainstreamed within all sectors of the response.

Guided by the UNFPA Country Programme for the Republic of Moldova and the vision to develop a stronger and more coherent GBV programme across the continuum of humanitarian, development and peace together with partners, the Gender and GBV Programme Analyst will ensure timely, effective and efficient implementation of the Gender and GBV programme interventions and actively participate and ensure UNFPA representation in relevant gender and GBV sector working groups. He/She will work in close collaboration with the CO programme staff and Humanitarian team and develop strong, collaborative relationships across the organization to ensure an integrated response, and with external partners. The Gender and GBV Analyst will ensure the application of effective programme planning, monitoring and evaluation principles; identify bottlenecks in GBV prevention and response across UNFPA responses in Moldova; devise strategies to address them and ensure application of a resilience approach in the humanitarian response while addressing the humanitarian-development-peace nexus programmatic implementation; provide leadership to ensure that technical knowledge is updated and disseminated for effective implementation; and strengthens partnerships for effective implementation and collaboration with the governmental institutions and line departments.

Major Activities/Expected Results:

Under the overall guidance of the Humanitarian Coordinator and International GBV Programme Specialist, and direct supervision of the UNFPA Assistant Representative, the Gender and GBV Programme Analyst will be one of UNFPA's key Gender and GBV programming staff based in Chisinau, Moldova.

The Gender and GBV Programme Analyst will focus on strengthening gender-transformative programming across interventions in the Republic of Moldova and strengthening GBV programming to ensure coherent UNFPA support to Government of the Republic of Moldova.

The Gender and GBV Programme Analyst performs the following tasks:

- I. **Environmental Scanning, Assessment and Advocacy:**
 - Ensures regular follow-up of the general humanitarian situation and humanitarian actions in the Republic of Moldova with focus on gender and GBV issues.
 - Conducts situational analysis to determine needs and gaps for gender transformative programming and GBV prevention and response. And where appropriate, ensure GBV issues are integrated in other key assessments.



- In collaboration with other programme and humanitarian staff, undertakes missions and assessments as appropriate to inform GBV responses in close collaboration with the GBV and SRH programme staff to ensure integration and synergistic responses.
- Proactively advocates for inclusion of gender and GBV issues in relevant local policies, plans, programmes, strategies and surveys/studies with focus on the need from short term to longer term solutions.
- Liaises with state authorities when planning and implementing gender and GBV activities.
- Strongly advocates for UNFPA work and mandate to partners and donor agencies in relevant national frameworks.

II. Programme Management, Coordination and Quality Control:

- Contributes to integration of gender/GBV issues in programmes and projects specifically ensuring better integration of the triple nexus approach (humanitarian, development, peace)
- Ensures Gender and GBV Programme management and coordination and full cooperation with other Programme staff to achieve an integrated programmatic response that is gender transformative and age appropriate.
- Reviews the political, social and economic environment relevant to Gender and GBV and pursues opportunities for increased UNFPA assistance and intervention across the humanitarian-development-peace nexus.
- Ensures effectiveness and efficiency, through timely planning, monitoring and execution of gender programme interventions, and projects, in collaboration with implementing partners and strong coordination with executing agencies, related partners and personnel, by introducing effective modalities and practices of implementation.
- Supports developing comprehensive Gender and GBV programmes by working closely with relevant government ministries, technical teams and officials, INGOs, local NGOs and UN agencies active on the ground.
- Supports programme budgeting and tracking implementation of activities in line with assigned budgets.
- Coordinates the implementation of Gender and GBV prevention and response activities related to UNFPA's new donor funding in support of triple nexus approaches and in line with local priorities and according to UNFPA Programme policies and procedures;
- Provides technical support and guidance to UNFPA staff as required, implementing partners, and government authorities in planning and implementing Gender and GBV programmes;



- Contributes to the achievement of Gender and GBV Programme results by ensuring appropriate programme implementation and monitoring mechanisms and systems that are established and implemented;
- Participates in conducting needs assessments; project baseline and end-line studies, operations research, project assessments and evaluations, and other studies in support of the implementation of UNFPA interventions across humanitarian and development interventions.
- Ensures the implementation and compliance to UNFPA policies, strategies, guidelines and tools during programme and project implementation, ensuring consistency and coherence in addressing UNFPA priorities.
- Develops capacity of implementing partners to execute the programme according to the rules and regulations of the UN, in particular the Prevention of Sexual Abuse and Exploitation, and other GBV related norms. Ensure observance of quality standards in service provision and data management, through regular monitoring of beneficiary satisfaction.
- Ensures the control of quality for UNFPA programmatic and financial deliveries of the programme, including proper use of funds, inventory/assets management, implementation of audit recommendations by Implementing partners, and programmatic achievement of results agreed in the project document and M&E framework.

III. Establishing and Strengthening Partnerships:

- Working jointly with programme staff in the CO, supports solid working relationships with the International GBV Coordinator and all humanitarian partners and agencies focal units towards GBV Prevention and response in Moldova, including by representing UNFPA in the GBV Working Group to ensure that GBV issues are adequately considered as requested;
- Works with partners, including international NGOs and UN agencies to develop proposals and projects to leverage resources in the area of Gender and GBV;
- Provides recommendations on how to strengthen linkages between existing Gender, SRH, Youth and Adolescent programmes to ensure synergies between programmes and maximize programme impact in terms of gender-transformative programming.

IV. Monitoring and Reporting:

- Prepares regular progress reports, SitReps, and document lessons learned and share with the Country and Regional Office, and other units as necessary;
- Documents best practices and approaches for deepening the knowledge base for UNFPA and partners
- Creates and documents knowledge about current and emerging Gender and GBV issues, by analyzing programmes, strategies, approaches and on-going experience for lessons learned, best practices, and shares with management for use in knowledge sharing and planning future strategies.



V. Advocacy and Resource Mobilisation:

- Reviews the political, social and economic environment relevant to Gender and GBV prevention and response activities and pursue opportunities for UNFPA assistance and intervention;
- Participates in advocacy and resource mobilization efforts of the Country Office by ensuring preparation of relevant documentation;
- Identify opportunities for cost-sharing, leveraging and collaboration with civil society, government and other partners as well as through joint UN programmes.
- Works with Humanitarian Coordinator to strengthen UNFPA's leadership in GBV prevention and response, Strategic Framework and Country Programme Document development and implementation;
- Assesses implications of new policy developments and strategies on Programme execution and ensure appropriate implementation.

Carry out any other duties as may be required by the supervisor and UNFPA management.

Qualifications and Experience:

Education:

- Advanced degree in social science, public health, gender, law / human rights, international relations, and/or other related social science disciplines.
- A first-level university degree in combination with two additional years of qualifying experience may be accepted in lieu of the advanced university degree.

Knowledge and Experience:

- 2 years of professional experience in the field of gender issues, including in GBV responses at national level. Experience in humanitarian contexts will be an advantage.
- Knowledge of Gender, Human Rights, and International Humanitarian Law
- Knowledge and understanding of project management, planning, reporting and monitoring, and coordination with Government, NGOs or with the United Nations.
- Direct experience providing support to GBV survivors as an asset.
- Proven experience in survivors-centred approach would be an asset.
- Experience in developing guidelines, tools on gender, GBViE response and/or protection interventions desirable.
- Capability of delivering results on time, even under stress.
- Proven communication and interpersonal skills, IT literacy, as well as organizational skills and time-management.
- Proficiency in the latest office software applications, including management of information system(s).
- IT Ability to familiarize with ERP (Atlas), SPSS, PeopleSoft, SAP, or other web-based integrated systems.



Languages:

- Working knowledge and Fluency in written and spoken English and Portuguese is required. Working knowledge of other local languages is also desirable.

Required Competencies:

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

Compensation and Benefits:

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

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>.

The United Nations Organization is committed to diversity and inclusion. Women, persons from vulnerable groups, such as persons with disabilities, Roma and other ethnic, linguistic or religious minorities, persons living with HIV, refugees and other noncitizens legally entitled to work in the Republic of Moldova, as well as persons from other underrepresented groups are particularly encouraged to apply.

Approved by:

Nigina Abaszada, UNFPA Representative

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Date: 29-Apr-2022