

EMPLOYMENT OPPORTUNITY

Junior Advisor, Gender Equity, Peace, and Security

GIZ is seeking to recruit a Junior Advisor for Gender Equality, Peace and Security at the EAC-GIZ cluster in Arusha, Tanzania. The East African Community (EAC) and Germany are united by a long history of cooperation that predates the re-establishment of the East African Community (EAC) in 2000. The German government has supported the East African integration since 1999, based on the common understanding that regional integration will improve the social and economic development of EAC Partner States. Since then, GIZ EAC Cluster supports the Secretariat, partner states, private sector and civil society to deepen regional integration in areas such as (1) regional trade, (2) pandemic management, (3) education and digital skills, (4) transboundary water management and (5) peace and security. The position will support the GIZ Programme “Support to African Union Border Programme (AUBP)” and provides advisory support to the Cluster management, different programmes and partners to promote gender equality and the empowerment of women across the EAC-GIZ portfolio.

The GIZ Programme “Support to the AUBP” accompanies the African Union and its Member States to improve the governance and better definition of their boundaries. The Programme is headquartered in Addis Ababa and part of the GIZ AU-Liaison Office. It works towards the implementation of integrated Border Governance that contributes to stabilization and peacebuilding at borders in Africa.

Independent African states took over the borders inherited from colonial times in order to prevent new conflicts from arising as a result of a revision. With a few exceptions, these borders still exist today, but for various reasons they remain a factor of uncertainty. Only a third of the 170 000 km of boundaries in African are clearly delimited (legally defined) and demarcated (visible boundary pillars on the ground). In addition, social and economic factors were often ignored in the demarcation process, which still contribute to the emergence of local and interstate conflicts today. Conflicts at the local level can lead to violent escalation or serious disruption of interstate relations.

The African Union (AU) considers ill-defined or unclear borders as potential sources of conflict and commits to a progressive border agenda recognising the positive contribution of an integrated Border Governance approach to peace, security, integration, resource sharing and trade facilitation. Focusing on the EAC Partner States and EAC Secretariat, the role will support the Component Lead on delivering the four areas of action:

- **Better Delimitation and Demarcation of borders:** Improved planning and technical capabilities for joint border definition.
- **Improved Border Governance, policies and strengthened institutions:** AU Border Governance Strategy in 2021 setting the framework for harmonization.
- **Conflict prevention through Dialog and cooperation at conflictive borders:** Works with border communities, civil society, local and state actors to build trust between border communities through cross-border dialogue mechanisms.
- **Strengthening synergies and knowledge transfer:** Cooperation with national, regional, and international border actors through regional trainings and exchanges

The EAC-GIZ Junior Advisor will support GIZ’s policy implementation and commitment on gender equality as one of the key values of the company. GIZ perceives gender equality as a prerequisite for and driver of sustainable development and a viable future of our society, both at national and international level. Promoting a gender-sensitive and gender-differentiated approach as well as consistent action to eliminate existing gender-based discrimination and to foster equal rights and opportunities for everyone, regardless of their gender, sexual orientation and gender identity are key targets of GIZ.

GIZ is seeking to recruit a Junior Advisor to Support Gender, Peace and Security functions ensuring alignment with AU, EAC and GIZ monitoring frameworks and reporting requirements. The Junior Advisor will be supervised by the Programme Manager AUBP in cooperation with GIZ EAC Cluster Coordinator and work collaboratively with all other team members.

Duty station: Arusha

Fixed term contract

Job allocation: Band 3

Responsibilities and Tasks

Project Implementation support

- Extend support to technical advisory services provided to Partners alongside the Component lead and relevant project team members.
- Support the implementation of activities of EAC Partner States and EAC Secretariat planned for in the joint actions plans with Partners.
- Aide in the organization of partner field activities and regional training preparation
- Support the updates of planned, ongoing and completed activities for the Project operational plan and EAC – AUC work plan.
- Conduct research and analysis on gender equality within EAC for the Cluster and share the findings with the Cluster projects.
- Monitor and evaluate the impact of gender equality initiatives in EAC for the Cluster and provide recommendations for improvement and further action as necessary.
- Identify gender-related gaps and opportunities to incorporate, integrate and mainstream gender perspectives in the Cluster projects.
- Provide technical support and guidance on gender-sensitive strategies and approaches and collaborate with teams and partners to design and implement gender-responsive plans and activities.
- Assist in the establishment, implementation and management of the Cluster Gender Circle and its activities and liaise with GIZ Gender Focal Point of Country Office and provide capacity development for projects.
- Collaborate with the cross-output team to support the integration of gender into the output strategies, flagship programs, policies, or any other relevant documents.

Administrative and Financial Tasks

- Provide support in the preparation and verification of documentation for finance and admin services, i.e draft TORs, Concept notes, Cost calculations.
- Assist in the preparation of the required documents and specifications for the procurement of software to improve data access for Partner States
- Follow up on request with service providers, GIZ offices and partner organizations, specifically on the settlement of invoices, travel cost and the required supporting documentation.

Communication, Research and Networking

- Assist in maintaining AUBP visibility in the EAC cluster, and actively participate.
- Proactively contribute to research and analysis on the topics of cross border cooperation, conflict prevention, socio-economic triggers for conflict
- Assist in the exploration of new partnerships particularly civil society and academia in the implementation of conflict prevention activities, including REC exchanges i.e EAC-ECOWAS-SADC
- Participate and support the organization of networking and knowledge sharing platforms and events; and document the attainment of objectives.
- Organize and/or attend partner meetings, peer exchange meetings and workshops, and support project documentation on decisions taken and recommendations.
- Liaise with Communications Advisor on concepts and communication products, as well as their effective utilization.

Monitoring, Reporting and Records Management

- Actively participate in project team meetings, internal exchanges and learning
- Support different level of inputs for reports, and provide updates on indicator achievement progress in line with the governance and reporting requirements of GIZ and EAC
- Provide support in the attainment of gender indicators and apply a gender lens to planned activities with Partners
- Acts as a knowledge and records manager for the sub-region, ensuring the quality and timely filing of all required records.

General

- Undertake any other duties as assigned by the supervisor, including duty travel outside the duty station.

Required Entry Qualifications and Competencies

- Bachelor's degree in international relations, conflict management, peace and security studies, gender in international security prevention and/ or related fields
- Undertaking to further studies, i.e Postgraduate, Masters
- At least 3 years' professional work experience, experience in peace and security and gender mainstreaming a strong advantage.
- At least 1-year experience in development cooperation, former GIZ engagement would be an asset, familiarity with GIZ processes.
- Working knowledge of the EAC Secretariat
- Proven experience with multiple stakeholders in the public and private sector

Other knowledge, additional competencies

- Knowledge of the East African Integration agenda
- Good communication and proven report writing skills
- Solid numerical skills and experience with excel
- Sound digital skills and familiarity with online tools
- Ability to work independently if required, but open to guidance, oversight and management.
- Flexibility and ability to work under time constraints.
- Fluency in English and Kiswahili. French will be an asset.
- Demonstrated cultural sensitivity and high commitment to integrity.
- Willingness to upskill as required by the tasks to be performed.

Applications:

Interested candidates should apply through the link:

< <https://www.fuzu.com/jobs/giz-aubp-2024-01-junior-advisor-gender-equality-peace-and-security-east-africa-nationals-giz-tz> >

Please use the subject line “**VA No. GIZ/AUBP/2024/01 – Junior Advisor, Gender Equality, Peace and Security - Arusha**”.

Closing date for submission: **15.03.2024**

Only shortlisted candidates will be contacted.

GIZ Tanzania is an equal opportunities employer and encourages applications from all qualified and eligible candidates regardless of their gender, origin, religion/belief, disability, or any other minority group.