

# We are Hiring

## Junior Gender Officer

### About Yayasan CARE Peduli (YCP)

Yayasan CARE Peduli (CARE Indonesia) is a humanitarian organization focused on disaster risk management, climate change adaptation and mitigation, biodiversity and environmental pollution, gender equality, and inclusion. CARE Indonesia is committed to overcoming poverty and creating social justice.

CARE Indonesia envisions a world filled with hope, cleanliness, inclusion, and social justice, where poverty is overcome, development is sustainable, and everyone lives safely and with dignity.

CARE Indonesia missions aim to be humanitarian and development actors that build community resilience by alleviating poverty, realizing social justice, and ensuring a safe and clean environment.

Through a holistic resilience approach, CARE Indonesia's programs adopt an integrated approach to address identified issues, ensuring robust and sustainable outcomes. This approach balances the reinforcing relationships between economic growth, environmental management, and social justice, with gender equality at the core. The holistic resilience approach aligns with the sustainable development paradigm.

CARE Indonesia consistently ensures that its work aligns with national development priorities by integrating the community's aspirations and interests with government plans and implementing sustainable practices. This approach refers to CARE Indonesia's agenda and contributes to the Sustainable Development Goals (SDGs).

### Project Brief

Climate change affects both men and women in coastal areas, but its impact varies due to gender differences in roles, responsibilities, decision-making power, access to resources, opportunities, and needs. While men are traditionally seen as the primary focus in fisheries, recent studies reveal that women play significant roles that often go unnoticed. They engage in various activities such as fishing, gathering seafood from mangrove forests and mudflats, and processing and cooking fish. Despite their contributions, their work is typically unpaid and viewed as domestic responsibilities. The lack of recognition for fisherwomen perpetuates gender inequalities in coastal communities. Failure to address this issue exacerbates marginalization and inequality for women, particularly in the face of climate change

Empowering Women in Coastal Communities by Restoring Mangroves , CARE Indonesia want to break the perpetual loop downgrading the roles of women in coastal communities, by introducing three interventions, i.e., Women Voice and Leadership, Women Economic Empowerment and Women Mangrove Warriors. This will be done by building the agency of people of all genders especially women , changing relations between man and woman and transforming structures in

order that they realize full potential in their public and private lives and are able to contribute equally to, and benefit equally from, social, political and economic development. The intervention will start through a field assessment to capture the real situation on the ground using gender lense, test some initial assumptions, verify the vulnerability and gender issues, mangrove characteristics, map issues and stakeholders in the coastal community.

The target groups, women and men, will receive capacity building on various topics, such as gender, gender equality and its impact, climate change, mangrove and its restorations, communications, etc. After building their agency, women are expected to be more confident in doing their roles and man willing to share more equal responsibility at the household and and woman be more active at the community leadership level. Next step is to establish women's groups for economic empowerment. They will receive training on financial literacy, bookkeeping for household and business, business development, and be introduced to the Village Savings and Loans Association concept. Through the women's group, the project will provide funds for planting and nurturing mangroves, and capital to facilitate their loans and savings scheme. Each group will be assigned a certain plot for mangrove planting and they will be provided with training and tutorials on mangrove planting and nurturing. The project will be closed with an endline study to measure the results of the intervention. These activities will require 2 years for implementation.

Key beneficiaries will include women and girls in coastal communities, which include fisherwomen, fish traders, small business owners, etc. The project will also employ male-engagement strategy to ensure wider support from the community.

Considering the strong of gender element in the project and in the CARE Indonesia overall approach, CARE Indonesia will strgehten the Gender teams by recruiting Gender Officer to work with Gesi Specialist as the focal point for any gender related matters in all projects. Demands from projects of her time are high and in current CARE Indonesia development portofolio especially in Gender in Climate and Biodiversity, Gender Officer will streghthen Gender division to accomplish Organization Mission and Vission. Aside from existing projects, we also need her time to explore new opportunities, contribute in preparation of new project proposals, etc. Gender Officer will be the additional support to implement Gender element in project and other relevan works related to CARE Indonesia Gender and social inclusion mission.

### ● **Scope of Work**

Under the direct supervision of GESI Specialist and reporting directly to the Program Manager and GESI Specialist, the specific duties of the Junior Gender Officer include but are not limited to the following:

1. To integrate gender into projects and ensure that gender issues are addressed in project cycle and project document in under GESI Specialist supervision.
2. Technical support: Providing technical support to project teams
3. Monitoring and reporting: Monitoring and reporting on gender issues related to project and organizational report.

4. Capacity building: facilitate capacity building trainings and workshops for key stakeholders on Gender Equality and GBV, create awareness about gender equality and rights. Include provide capacity building on gender in relevant sectors, GBV and other CARE gender mainstreaming approach. Drafting and delivering gender training modules in coordination with GESI Specialist.
5. Collaboration: Working with other project staff, government agencies, and stakeholders.
6. Communication: Identifying opportunities for developing advocacy and communication materials, provide feedback on Gender element for Communication material.
7. Best practices: Collecting and promoting good practices and lessons learned.
8. Sensitization: Continuously gender sensitizing project activity plan, report, study, project staff and partners on gender awareness especially but not limited to Gender in Climate and Gender in Biodiversity.
9. Assist CARE Indonesia to collect, and sort data based on the topic of studies and government policies related to gender in CARE Indonesia focus area and gender in climate.
10. Support the program team in the preparation and editing of reports, field research and presentations.
11. Collaborate with the MEAL Coordinator (unit) to ensure that data collection efforts and M&E plans include gender-responsive indicators and monitoring tools. Assess and monitor social and gender impacts of all programme and organizational activities, and identify areas where integration can be strengthened or modified.
12. Attend planning sessions, team meetings, and annual performance reviews as required.
13. Ensure an ongoing process of personal and professional development and learning.
14. Willing to join with the Emergency Response Team (ERT) in accordance with experience and competence and is ready to be assigned to the disaster site in accordance with the existing needs.
15. Other duties as assigned.

## **Requirements**

### **1. Education, experience and technical competencies**

- Bachelor Degree in Gender studies, Development, Social Science or another relevant field.
- Minimum of 4 years of experience working on gender issues, **specifically gender in the climate change or Biodiversity**.
- Familiar with Gender analysis tools and GBV issues.
- Familiar with data Gender mainstreaming process into project design and project implementation.
- Demonstrated commitment and understanding to Gender Equality and Gender Based Violence risk mitigation/protection.
- Demonstrated understanding and commitment to Gender Equality principles.
- Demonstrated understanding of the complexity of gender issues in climate, cultural and policy contexts.
- Strong verbal and written communication skills including demonstration of facilitation skill.
- Demonstrate excellent command of English and Indonesian, both written and spoken are essential.

## 2. Personal attributes & competencies

- Excellent negotiation, interpersonal and communication skills, and demonstrated the ability to effectively interact and work across unit, project and an effective team player.
- Ability to respond on short notice and plan and execute several activities at once.
- Ability to work under pressure, as part of a team or independently, and meet deadlines consistently.
- Readiness to work with people of all backgrounds without bias. Ability to work sensitively with people from various cultural and social backgrounds.
- Ability to coach and mentor staff in a cross-cultural environment.
- Have effective planning, organizational and time management skills.
- Ability to multi-task and work well under time constraints, including capability to be flexible to respond to changing requirements. Results-focused with ability to manage own workload proactively, with own initiative.
- Committed to fostering respectful, collaborative, learning and empowering work culture.
- Commitment to values that YCP upholds, i.e. Integrity, Diversity, Equality, Excellence and Transformation.
- Commitment to gender equality and social justice.
- Commitment to Safeguarding Policy: Protection from Sexual Harassment, Exploitation and Abuse and Child Abuse

## HOW TO APPLY

YCP is an equal opportunity employer, and we offer a collegial working environment and a competitive salary and benefits package.

Applicants are invited to send a cover letter illustrating their suitability for the above position and a detailed curriculum vitae with the names and addresses of 4 (four) referees/direct supervisors (including telephone and email addresses).

Please submit your applications with the subject **# the position applied\_Your name #** to : [ycp\\_recruitment@careind.or.id](mailto:ycp_recruitment@careind.or.id) -- **at the latest by 17 January 2025.**

*\*All applications will be treated confidentially. Only shortlisted candidates will be notified and invited for interview.*

*Thanks for your interest in CARE! We are committed to each other and to the protection of the people we serve. We do not tolerate sexual misconduct within or external to our organisation and imbed child protection in all we do. Protection from sexual harassment, exploitation and abuse and child protection are fundamental to our relationships, including employment, and our recruitment practices are designed to ensure we only recruit people who are suitable to work with other staff and the people we serve. As well as pre-employment checks, we will use the recruitment and reference process to ensure potential new staff understand and are aligned with these expectations.*

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