

**gender Equality, social and disability inclusion (GEDSI) Advisor with**

**MEKONG Regional WATER GOVERNANCE PROGRAM**

***Oxfam is committed to preventing any type of unwanted behaviour at work including sexual harassment, exploitation and abuse, lack of integrity and financial misconduct; and committed to promoting the welfare of children, young people and adults. Oxfam expects all staff and volunteers to share this commitment through our code of conduct. We place a high priority on ensuring that only those who share and demonstrate our values are recruited to work for us.***

**Shaping a stronger Oxfam for people living in poverty.**

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| Position | Gender Equality, Disability and Social Inclusion (GEDSI) Advisor |
| Reporting to | Mekong Regional Water Governance Program Manager |
| Location | Phnom Penh, Cambodia |
| Contract Type | 1 year, with possible extension |
| Category | National Category, C2 |
| Start Date | June 2021 |

**Context**

Oxfam is an international confederation of 19 organizations networked together in 97 countries. As part of a global movement for change, we are working together to end world poverty and injustice. We work with thousands of partners in countries around the world and employ staff in a wide variety of posts. We work directly with communities and we seek to influence the powerful to enable the most marginalized to improve their lives and livelihoods and have a say in decisions that affect them.

Working at Oxfam is so much more than just a job. As an Oxfam employee, consultant, or volunteer, you will join a team of dedicated and passionate professionals working to save lives, help people overcome poverty, and fight for social justice.

**The Mekong Regional Water Governance Program**

Oxfam has been implementing the Mekong Regional Water Governance Program in the Mekong region over the last decades. The governance of water resources is of critical importance to the future of the Greater Mekong region, which covers Cambodia, Thailand, Lao PDR, Vietnam, Myanmar and China (Yunnan Province). Decisions over how the water resoruces are developed, managed and shared will influence whether growth will be inclusive and equitable, or will further marginalise millions of people.

Oxfam’s Asia Water Governance Program has multiple projects that contribute to sustainable development of water resources in key river basins, in South Asia, Mekong and the Salween basins. The Mekong Water Governance Program aims to have more inclusive, equitable water governance that reduces the impact of climate change and increases social accountability to citizens in the Greater Mekong Basin. The program envisions that communities living along the Mekong and Salween River basins are able to realise their rights to sustainable livelihoods.

The Mekong Inclusion Project (IP-1), which was funded by the Australian Department of Foreign Affairs and Trade (DFAT) implemented between 2014-2020 with over AUD 9 million investment. The project has been implemented across five countries in the Lower Mekong and Salween River basins. Building on the achievements gained through the IP-1 project, the Mekong Water Governance Program is well-positioned to deliver the second phase of the Inclusion Project (2020-2024) to bring more sustainable livelihoods to riparian communities through access to river resourcs and the enviromental services they provide. The Inclusion Project 2, with a total DFAT investment of AUD $5.4 million, is jointly delivered by Oxfam and International Rivers. The project has three key domains of change:

1. **Social inclusion, Gender equality and women’s leadership**
2. **Civil society engagement and networking**
3. **Government and the Private Sector**

The program aims for regional impact at country, regional and institutional levels. It is managed by the Mekong Project Management Unit (PMU).

This work seeks to influence changes at the community and civil society level, as well as changes in policies and practices at the national and trans-boundary level regarding water resource governance and sustainable energy.

**Job Purpose**

The purpose of the position is to support the equity of access, inclusion and participation across the planning, and implementation of activities under the Mekong Regional Water Governance program, with the focus on gender equality, social and disability inclusion, and people from indigenous and ethnic minorities.

**Core Responsibilities**

By working closely in partnership with the Mekong PMU team, and IP2 project consortium, the GEDSI advisor offers expert advice and support on inclusion that is informed by the GEDSI strategy and the Feminist Leadership for Transformative Change[[1]](#footnote-1) that guide the gender justice work in the Oxfam Confederation. The coordinator offers critical analysis, stakeholder engagement and advice to ensure alignment of program activities with back donor policy frameworks and guidelines on disability inclusion and gender equality. In particular, this position will:

* Develop, operationalize, and implement a GEDSI strategy and Action Plan for the Inclusion Project 2 through a consultative process that involves the project team, partners and the people we work with.
* Ensure GEDSI key indicators form part of the Monitoring, Evaluation and Learning (MEL) framework at the regional and country levels for Oxfam, IR and partners.
* Development of user friendly tools and guidelines to support effective implementation of GEDSI by Project staff and partners.
* Maintain and enhance effective strategies and approaches, both mainstream and targeted, that are tailored for the context of the Mekong region.
* Lead on strategic planning, implementation and evaluation of gender equality focused activities in the project/program
* Lead and/or provide input on research that promotes GEDSI in water governance by Oxfam, partners and project stakeholders.
* Ensure that the program/project communication and key products are inclusive of GEDSI
* Work closely with regional team members and directly with partners to provide relevant GEDSI capacity training and support that utilizes key approaches outlined in the GEDSI strategy and/or suitable to the local context within the Mekong region.
* Regular field visits with the regional project team and partners to provide hands on support in designing and delivering high quality gender transformative approaches. This includes approaches that advocate for women’s rights, strengthen women’s leadership in water governance and enable women’s access and space for influencing at local and regional levels.

**Thematic and technical expertise**

* Provide technical support to sharpen the stakeholder mapping, gender and power analysis and development of strategies that support GEDSI work at IP2 project and partner levels across the Mekong region.
* Knowledge and experience in the management of gender, women’s transformative leadership, disability and social inclusion programs, including current knowledge of international best practice.
* Expertise in applying a gender lens in developing and analyzing budgets and developing and implementing activities that are gender responsive and transformative.
* Play central role in Monitoring, Evaluation, Accountability and Learning (MEAL) processes to support GEDSI outcomes and indicators across the program, project and operations.
* Develop learning brief, lobbying note that captures notable GEDSI examples and achievements for sharing with internal and external stakeholders that align with the change that the Mekong Regional Water Governance program strategy would like to bring about.

**Business Services**

* + Ensure GEDSI support is provided to Inclusion Project 2 staff and partners in all aspects of the project implementation.
  + Maintain engagement with donor, regional and national partners and relevant government bodies
  + Represent IP2 in relevant external meetings
  + Build networks and collaborate with local and international organizations
  + Participate actively in wider organizational development and change processes and teams.
  + Contribute to the implementation and compliance of Oxfam administrative, health, safety and security policies and frameworks.

**Core Competencies**

* Demonstrated experience in promoting GEDSI in national and regional programs.
* Proven experience in strategy development, including taking an inclusive and practical approach that promotes meaningful participation of communities and networks from local-regional levels.
* At least ten years relevant employment experience, preferably in the region; experience working in the water resources management/environment/energy is preferred
* Solid knowledge and analytical skills related to Gender Equality, Gender Justice in programming and commitment to gender equity principles.
* Degree in development studies, natural resources management or environmental management related field
* Excellent command of written and spoken English required plus fluency in a Mekong language(s)
* Excellent written and oral presentation skills and ability to communicate to a variety of audiences, including the media, the public, government officials, NGOs, Oxfam, International Rivers and others
* A team player, who works well in a multi-cultural environment, communicates readily and shares learning with colleagues, partners, beneficiaries and officials
* Strong people and facilitation skills

**Preferred**

* The ability and aptitude to learn quickly
* Creative and able to work well under pressure
* Ability to prioritize and meet deadlines
* Prepared to undertake travel in the region and undertake some out of hours work
* Able to work alone but to judge when help is needed or there is an opportunity to share learning
* Photography experience.

**All staff attributes**

* **Problem Solving**: Uses clear and innovative thinking to solve problems and ensures supervisors are made aware of any risks.
* **Continuous Learning**: Demonstrates a commitment to own professional development by actively participating in continuous learning.
* **Self-Awareness**: Is aware of own strengths and development needs and seeks to improve style, skills and performance including cultural and gender sensitivities.
* **Adaptability**: Adjusts approach and thinking to work effectively in a variety of situations and with different people.

**Organizational Values and Organizational culture**

* Accountability – Our purpose-driven, results-focused approach means we take responsibility for our actions and hold ourselves accountable. We believe that others should also be held accountable for their actions.
* Empowerment – Our approach means that everyone involved with Oxfam, from our staff and supporters to people living in poverty, should feel they can make change happen.
* Inclusiveness – We are open to everyone and embrace diversity. We believe everyone has a contribution to make, regardless of visible and invisible differences.
* Organizational culture of Cambodia is feedback, can do attitude and walk the talk. Staff should adhere to these organizational cultural values to collaborate and contribute to the wellbeing of the organization.

**Key Behavioral Competencies (based on Oxfam’s Leadership Model)**

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| **Competencies** | **Description** |
| **Decisiveness** | We are comfortable to make transparent decisions and to adapt decision-making modes to the context and needs. |
| **Influencing** | We can engage with diverse stakeholders in a way that leads to increased impact for the organization. We spot opportunities to influence effectively and where there are no opportunities we can create them in a respectful and impactful manner. |
| **Humility** | We put ‘we’ before ‘me’ and place an emphasis on the power of the collective, nurture the team and play to the strengths of everyone. We are not concerned with hierarchical power, and we engage with, trust and value the knowledge and expertise of others across all levels of the organization. |
| **Relationship Building** | We understand the importance of building relationships within and outside the organization. We can engage with traditional and non-traditional stakeholders in ways that lead to increased impact for the organization. |
| **Mutual Accountability** | We can explain our decisions and how we have taken them based on our organizational values.  We are ready to be held to account for what we do and how we behave, as we are also holding others to account in a consistent manner. |
| **Agility, Complexity, and Ambiguity** | We scan the environment, anticipate changes, are comfortable with lack of clarity and deal with many elements interacting in diverse and unpredictable ways. |
| **Systems Thinking** | We view problems as parts of an overall system and in their relation to the whole system, rather than reacting to a specific part, outcome or event in isolation. We focus on cyclical rather than linear cause and effect. By consistently practicing systems thinking we are aware of and manage well unintended consequences of organizational decisions and actions. |
| **Strategic Thinking and Judgment** | We use judgment, weighing risk against the imperative to act. We make decisions consistent with organizational strategies and values. |
| **Vision Setting** | We can identify and lead visionary initiatives that are beneficial for our organization and we set high-level direction through a visioning process that engages the organization and diverse external stakeholders. |
| **Self-Awareness** | We can develop a high degree of self-awareness around our own strengths and weaknesses and our impact on others. Our self-awareness enables us to moderate and self-regulate our behaviors to control and channel our impulses for good purposes. |
| **Enabling** | We all work to effectively empower and enable others to deliver the organizations goals through creating conditions of success. We passionately invest in others by developing their careers, not only their skills for the job.  We provide freedom; demonstrate belief and trust provide appropriate support. We give more freedom and demonstrate belief and trust, underpinned with appropriate support. |

**Travel**

Extensive travel within the Mekong region and occasional travel outside the region.

**Applications**

Please send your applications for this position to Oxfam recruitment website at: <https://career2.successfactors.eu/career?company=OxfamNovibP> by April 18, 2021 at 23:59 ICT**.**

**Only short-listed candidates will be contacted.**

1. https://oxfamilibrary.openrepository.com/bitstream/handle/10546/620723/gd-oxfam-guide-feminist-influencing-070319-en.pdf;jsessionid=D4EE2CA92652A87B37A3566D8063CA35?sequence=5 [↑](#footnote-ref-1)