

PRIVATE SECTOR ADVISOR

JOB DETAILS	
LOCATION: Southeast Asia, preferably in Vietnam, Cambodia, Philippines, or Indonesia	CONTRACT TYPE: Fixed term contract until July 2023
INTERNAL JOB GRADE: C2	DEPARTMENT and TEAM GRAISEA 2
SALARY: As per Oxfam National salary scales	HOURS (FTE) Full time
FLEXIBLE WORKING <p>We believe flexible working is key to building the Secretariat of the future, so we're open to talking through the type of flexible arrangements which might work for you.</p>	
COMMITMENT TO DIVERSITY AND INCLUSION <p>We are committed to ensuring diversity and gender equality within our organization.</p>	
DEPARTMENT PURPOSE <p>The Gender Transformative and Responsible Agribusiness Investment in Southeast Asia programme (GRAISEA) is a regional programme in Southeast Asia, managed by Oxfam and funded by the Embassy of Sweden in Bangkok and private sector companies involved in the relevant value chains. First phase of Graisea (Graisea 1, 2015-2018) has been successfully concluded. The second phase of the program (Graisea 2) is being implemented from 2019 until July 2023 in Cambodia, Indonesia, Pakistan, Philippines, and Vietnam.</p> <p>GRAISEA utilizes various partner models at multiple levels to tackle the root causes of poverty and support system-wide change towards fairer rice and shrimp value chains. Currently entering the extension of its second phase, GRAISEA supports the development of agricultural value chains that promote inclusive and responsible business practices, such as providing opportunities for women's economic empowerment, integrating human rights protections, and promoting improved resilience to climate change.</p> <p>We work with farmers, producer groups, local companies, national governments, multi-national corporations, and with the regional economic block ASEAN. GRAISEA also supports the capacity development of producer organizations, promotes women's leadership and changes to social norms, brings about direct change to the practice of companies, and promotes national and regional policy change.</p>	
JOB PURPOSE <p>The role is to be technical lead to GRAISEA 2's work engaging with the private sector, developing and supporting the overall strategy, advising and supporting teams on how to implement activities, working</p>	

with key companies to influence them and leading on knowledge sharing and influencing work connected to private sector development.

GRAISEA 2 engages with companies in the rice and shrimp value chains in multiple ways. The advisor is expected to be technical lead in work to influence larger companies, build the capacities of SMEs and engaging with companies via multi-stakeholder initiatives. The advisor is also expected to support other team members to develop and implement strategies around enhancing the capacity and female leadership of producer groups, and to support advocacy work at the national level and with ASEAN related to inclusive businesses.

Private sector engagement in GRAISEA 2 is not simply designed to increase the number of farmers involved in formal agricultural value chains. GRAISEA 2 aims to shift attitudes in the private sector and increase awareness within companies of their role in and the business case for promoting women's economic empowerment and climate resilience. Currently GRAISEA 2 has private sector company partnerships across four countries Vietnam, Cambodia, Indonesia, and Pakistan

ROLE REPORTS TO	GRAISEA Team Leader
ROLES REPORTING TO THIS POST	None
BUDGET RESPONSIBILITY	

KEY RESPONSIBILITIES (Technical, Leadership, People and Resource management)

Strategy

- Develop GRAISEA's private sector engagement strategy, building on the goals of the program, opportunities in the region, and current theory of change and activities
- Working with other technical advisers, ensure that private sector engagements integrate climate resilience and women's economic empowerment and other Oxfam priorities
- Support GRAISEA stakeholders and others to develop a common understanding of the programme approach to private sector engagement.

Implementation

- Support country teams and local implementation partner to effectively engage with the private sector. This may involve helping develop local strategies and workplans, reviewing potential partners and engagement materials, and direct support with the private sector.
- Support inclusive and responsible business influencing works in the ASEAN.
- Ensure that GRAISEA private sector engagement capacity needs are understood and strategies are in place to tackle them, including providing capacity building and mentoring to staff.
- Identify and support opportunities for new private sector partnerships that can make a contribution to regional programme objectives, leading on negotiations with new private sector partners where appropriate and supporting fundraising programme development

Learning and influencing

- Monitor changes in the field of private sector development and private sector dynamics in the region and provide briefings on relevant issues in support of program, policy advocacy and campaigns.
- Utilize learning from SE Asia to influence the overall approach taken to private sector engagement in Oxfam.
- Carry out research and developing knowledge products to support program

implementation and to influence externally, within and beyond Oxfam.

- Represent Oxfam (especially GRAISEA) in external forums and events and with strategic partners

Management and reporting

- Advise GRAISEA management on progress with private sector engagement and make recommendations for programme adaptation
- Provide specialist input into workplans and donor reporting
- Recruit and manage consultants to support GRAISEA's private sector engagement work

PERSON SPECIFICATION

Most importantly, every individual at Oxfam International Secretariat needs to be able to:

- Live our values of **INCLUSION, ACCOUNTABILITY, EMPOWERMENT, COURAGE, SOLIDARITY and EQUALITY** (read more about these [here](#))
- Ensure you commit to our **ORGANIZATIONAL ATTRIBUTES** (including adhering to the Code of Conduct):

1. Be committed to our [feminist principles](#), and to applying them in your day-to-day behaviour and your work. Be ready to keep learning, with accountability to those who experience oppression as a result of their identities, such as their gender, race/ethnicity, disability, class, or LGBTQIA identity."

2. Be committed to undertaking Oxfam's safeguarding training and adhering to relevant policies, to ensure all people who come into Oxfam are as safe as possible.

EXPERIENCE, KNOWLEDGE & COMPETENCIES

ESSENTIAL

- Enabling
- Mutual accountability

In addition:

- Experience of instigating, developing, and implementing partnerships with private sector companies, using a variety of tactics – business modelling, capacity support, market assessments etc - to adopt more inclusive and sustainable business practice
- Experience influencing companies to shift their behaviour, using a variety of tactics – partnership, advocacy, campaigning, policy etc - to encourage companies to adopt new more progressive business practices and to change their attitudes on key issues.
- Experience working with formal and informal multi-stakeholder initiatives and of supporting collaboration between companies and other stakeholders
- Direct experience of women's economic empowerment programming with the private sector, and knowledge of and commitment to gender equality and women's economic empowerment
- Experience of market systems development approaches to working with the private sector

- Knowledge and experience of the private sector in South and Southeast Asia including corporates, SMEs and business associations and their role in inclusive development.
- An established network of contacts with corporates, private sector groups and social enterprises to draw upon.
- Experience of and skills in supporting others to engage effectively with the private sector including support to capacity development and accompaniment – and remote support.
- Ability to work in innovative way, to operate in a pressured environment and to work effectively across a variety of cultures.
- Excellent written and verbal communication skills.
- Commitment to the goals and vision of Oxfam.

Desirable

- Significant experience of the agriculture sector and the role of the private sector in the rice and shrimp value chains
- Direct experience of engaging with the private sector on climate change.
- Experience in the development of fundraising proposals with the private sector.
- Experience of working with an INGO.

SAFER RECRUITMENT: 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 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. Offers of employment will be subject to satisfactory references and appropriate screening checks, which can include criminal records and terrorism finance checks.