

Expression of Interest: Gender Equality, Disability, Social Inclusion and Safeguarding Technical Advisor Position Description

Reporting to:	Pacific Regional Director, Program Development and Quality	Work location:	Port Moresby, PNG
Department:	Pacific Regional	Budget holder:	No
Team:	Pacific Regional Technical Team	Direct reports:	Nil

Here you'll make a difference

At Save the Children Australia, we attract bright and big-hearted people who are inspired to make a difference. Together, we are fearless in our pursuit of making lasting change for the children and communities who need it most.

The GESDI Specialist will provide technical leadership and support to ensure the integration of Gender Equality, Disability, and Social Inclusion (GESDI) and safeguarding principles across Save the Children's programs in PNG and the Pacific region. This role will enhance the quality and impact of programs by aligning with DFAT and Save the Children's GESDI and safeguarding standards, including Child Protection and PSEAH (Prevention of Sexual Exploitation, Abuse, and Harassment). The Specialist will work closely with local partners, government agencies, and program teams to: build capacity; advocate for high standards of GESDI; ensure compliance with safeguarding policies; and deliver GESDI technical activities on programs in PNG. At the Pacific regional level, the role will deliver GESDI and safeguarding support to partners as part of delivering inclusive, safe, and effective renewable energy initiatives under a new Pacific program. The GESDI Specialist will play a crucial role by working with partners to ensure inclusive, climate-resilient development that benefits vulnerable communities, including women, people with disabilities, and children. The focus is on supporting grantees and the program integrate GESDI and safeguarding into infrastructure planning, prioritisation, procurement, and policy and regulation, using technical advisory services, government partnerships, and regional learning and networking. All services include the cross-cutting priorities of gender equality, disability and social inclusion, and disaster risk reduction and climate change.

Note: the role is contingent on SC being the successful tenderer for the Pacific program and being awarded the contract.

Here your skills will be valued

Role requirements

Program Design

- Provide GESDI and safeguarding Technical Assistance in the development and review of high-quality concept notes and proposals across a range of technical areas.
- Undertake GESDI analysis to inform program direction and activities
- Design and implement GESDI, Safeguarding and PSEAH activities
- Improve the quality, innovativeness and scale of interventions and document learning.
- Contribute to the creation of robust GESDI monitoring, evaluation and learning (MEAL) frameworks in new proposals.
- As our national GESDI Technical Advisor for PNG, represent Save the Children to potential funders in PNG.
- Contribute to the development of capacity statements across a range of technical areas for SC.
- Review grantee proposals and support grantees to strengthen their proposals as part of support the regional renewable program.

Program Implementation

- Deliver GEDSI activities and provide guidance and training to programs and partners for SC PNG projects and the regional renewable program.
- Strengthen the capacity of all PNG Country Office staff to transform restrictive gender norms which harm the lives of girls and boys, women and men.
- Contribute to the identification and management of risk and underperformance in ongoing projects.

Evidence and Learning

- Conduct monitoring and reporting on GEDSI outcomes and results.
- Develop the evidence base for gender equality, disability and social inclusion approaches, both integrated and standalone, across the Pacific.
- Facilitate the sharing of experience and learning about gender equality across the Pacific and the wider sector.
- Be up to date on relevant global policy and programming relating to gender equality disability and social inclusion within and beyond the Save the Children movement.

Skills-building and training

- Participate in a Community of Practice bringing relevant tools and resources to promote good practice, evidence and learning.
- Provide technical guidance on key GEDSI resources, including Save the Children's Gender Equality Program Guidance and Toolkit, Gender Equality Marker and Disability Sensitive Minimum Standards.
- Develop and implement training workshops to build capacity of staff and partners to design and implement quality programs, specifically including partners across the Pacific implementing renewable energy programs.

Health, safety, security and risk management

- Be a role model for safety and security and comply with all workplace safety policy, procedure, work instructions and training
- Act safely at all times
- Report all incidents, injuries and potential hazards in a timely manner
- Participate in, and contribute to, health and safety awareness and improvements
- Be aware of, document and manage the risks associated with your team's programs and workplaces and ensure appropriate elimination or mitigation measures are applied

Child protection and safeguarding requirements

- Maintain a child safe environment at the workplace and safeguard children's rights, acting in the best interests of children at all times
- Comply with the [Child Safeguarding Policy & Code of Conduct](#)
- Demonstrate the highest standards of behaviour towards children in both your private and professional life
- Never abuse the position of trust that comes with being a part of the Save the Children family
- Maintain a safe and positive relationship at all times when working with children and young people
- Respond to any concerns for the safety or wellbeing of a child in a program in accordance with internal reporting processes

All roles at Save the Children contribute to our impact for children.

At Save the Children, every role, whether in our programs or support services, plays a vital part in our impact for children. We are committed to creating a positive impact on the lives of children and their communities, and we value the contributions of every team member in achieving this vision.

Here you'll belong

It takes all types of people to do the challenging work we do. Here are some of the specific skills and experiences you'll bring in this role:

Essential knowledge or experience

- At least 5 years work experience in gender equity, disability, and social inclusion work, and/or community development and program quality control in the Pacific.
- Qualifications - Bachelor or Masters degree in Social Science, International Relations, Community Development, Social Work or relevant and/or related disciplines, or equivalent training/experience with a specialisation in social development and gender studies.
- Expert knowledge of inclusion principles, gender equality, gender transformative approaches, gender analysis, changing restrictive social and gender norms, the rights and empowerment of women and girls, and methods of engaging men and boys in gender rights and inclusion advocacy, particularly in the Pacific context.
- Knowledge and experience in the practical application of PSEAH and other safeguarding policies and technical advice.
- Thematic experience in supporting renewable energy programs, infrastructure and other climate changes related programming is desirable.
- Demonstrated experience leading and supervising gender equality, disability and social inclusion programme development, implementation, monitoring, and evaluation in the Pacific
- Experience in identifying, collecting, and collating data aligned with project performance indicators related to GEDSI.
- Experience in capacity development, particularly in relation to training, mentoring, and skills transfer.
- Strong written and verbal communication skills and ability to engage with diverse audiences.
- Knowledge of applicable international guidelines and standards on gender and disability inclusion in both climate change and development contexts
- Demonstrated understanding of child rights programming and human rights-based approaches.
- Proven ability to work in remote teams working in both a supervised and unsupervised capacity and engaging as part of a dynamic team.
- Fluency in English

Skills/Abilities

- Highly developed networking, relationship building, influencing, negotiating and interpersonal skills
- Experience in development of funding proposal and tenders for both humanitarian and development programs
- Highly developed verbal and written communication skills, including proposal and report writing
- Experience in capacity building: designing, commissioning and delivering training to different target groups.
- Comfortable working independently with little supervision, as well as with receiving and accounting for direction and engaging as part of a dynamic team
- Excellent analytical skills with the ability to think strategically and see and act upon opportunities and build partnerships
- High levels of behavioural flexibility in dealing with and translating strategic, transactional and operational information
- Resilience in working in a changing and demanding environment
- Ability to operate within a complex environment and to deal effectively with ambiguity

Additional Information

- Any offer of employment at Save the Children Australia will be subject to a satisfactory National Police Record Check and a Working with Children Check
- Employees must sign on to Save the Children Australia's Child Safeguarding Policy and Code of Conduct
- Ongoing performance and employment will be measured against KPIs, values and demonstrated behaviours outlined above
- Save the Children Australia is an Equal Opportunity Employer

Driver's Licence:	Not required	Travel:	Required
Working with Children Check:	Required	Assets:	Provided