The United Nations Volunteers (UNV) programme is the UN organization that promotes volunteerism to support peace and development worldwide. Volunteerism can transform the pace and nature of development and it benefits both society at large and the individual volunteer. UNV contributes to peace and development by advocating for volunteerism globally, encouraging partners to integrate volunteerism into development programming, and mobilizing volunteers. In most cultures, volunteerism is deeply embedded in long-established, ancient traditions of sharing and support within the communities. In this context, UN Volunteers take part in various forms of volunteerism and play a role in development and peace together with co-workers, host agencies and local communities. In all assignments, UN Volunteers promote volunteerism through their action and conduct. Engaging in volunteer activity can effectively and positively enrich their understanding of local and social realities, as well as create a bridge between themselves and the people in their host community. This will make the time they spend as UN Volunteers even more rewarding and productive.

General Information

<table>
<thead>
<tr>
<th>Country of Assignment</th>
<th>Zambia</th>
</tr>
</thead>
<tbody>
<tr>
<td>Host Institute</td>
<td>Resident Coordinator Office</td>
</tr>
<tr>
<td>Volunteer Category</td>
<td>International Specialist</td>
</tr>
<tr>
<td>Number of Volunteer</td>
<td>1</td>
</tr>
<tr>
<td>Duration</td>
<td>12 months</td>
</tr>
<tr>
<td>Expected Starting Date</td>
<td>01-06-2020</td>
</tr>
<tr>
<td>Duty Station</td>
<td>Lusaka [ZMB]</td>
</tr>
<tr>
<td>Assignment Place</td>
<td>Family Duty Station</td>
</tr>
</tbody>
</table>

Lusaka became the capital city of Zambia in May 1935. Lusaka’s central position in Zambia and its extremely pleasant climate were two of the main reasons for its selection as the capital. It is a metropolis, which provides a home to about two and half million (2.5M) inhabitants of many different nationalities. It has grown to become the seat of the Government of the Republic of Zambia and as such all diplomatic missions, international organisations, industrial and commercial entities have set base. Its political, social, economic and cultural significance has also increased through the years. Lusaka has all amenities in place that would make a visitor stay comfortable. For more info, visit: http://www.zambiatourism.com.

Assignment Details
Assignment Title: Gender and PSEA Officer

Organizational Context & Project Description

The UN system in Zambia supports development operations in the country through the activities of UN system agencies represented on the ground. The UN Resident Coordinator’s Office (RCO) in Zambia is responsible for managing the overall coordination of the UN system’s support to national development objectives. These include support to UN reform efforts towards ‘Delivering as One’ (DaO), UN inter-agency coordination and performance management under the Zambia-UN Sustainable Development Partnership Framework 2016-2021 (Partnership Framework) and joint programmes, monitoring, policy analysis and advocacy on the Sustainable Development Goals, engagement on the national development agenda and promoting UN collaboration with relevant state and non-state partners.

Sustainable Development Goals: 5. Gender Equality

Task description

Under the direct supervision of the United Nations Resident Coordinator, the UN Volunteer will undertake the following tasks:

- Support the establishment of a PSEA In-Country Network on protection from sexual exploitation and abuse (PSEA);
- Lead and support the drafting of a country – level action plan on PSEA which will notably include:
  - Measures to engage with the communities including awareness raising activities and the establishment of community-based complaint mechanisms;
  - Prevention activities to raise awareness of staff and related personnel of agencies/organizations participating in the UNCT and IASC Country Team and their partners, and the development of codes of conduct addressing Sexual Exploitation and Abuse (SEA) where applicable;
  - Response Mechanism to ensure that agencies/organizations have investigation and reporting procedures in place and implement the Uniform Protocol on the provision of assistance to victims of sexual exploitation and abuse.
- Support GBV risk mitigation efforts and contribute to the development, implementation and dissemination of global and regional guidance and strategies of specific relevance, including on Gender Based Violence, Violence against Children, the Centrality of Protection, and Accountability to Affected Populations;
- Contribute to UNCT and partners PSEA focal points training, including on the UN Protocol on Allegations of Sexual Exploitation and Abuse Involving Implementing Partner; and on GBV risk mitigation;
- Support documentation of best PSEA practices and lessons learnt in Zambia, for onwards dissemination;
- Act as a liaison within the In-Country network and maintain close relationship with PSEA focal points and relevant government partners;
Advise on any PSEA-related issues that require immediate action and advocacy;
Keep the In-Country Network updated on PSEA developments and make appropriate recommendations on enhancing prevention strategies.
Participate in and actively represent the UN Resident Coordinator’s Office (UNRCO) in PSEA forums and coordination meetings, as relevant.

Furthermore, UN Volunteers are required to:
- Strengthen their knowledge and understanding of the concept of volunteerism by reading relevant UNV and external publications and take active part in UNV activities (for instance in events that mark International Volunteer Day);
- Be acquainted with and build on traditional and/or local forms of volunteerism in the host country;
- Provide annual and end of assignment reports on UN Volunteer actions, results and opportunities using UNV’s Volunteer Reporting Application;
- Contribute articles/write-ups on field experiences and submit them for UNV publications/websites, newsletters, press releases, etc.;
- Assist with the UNV Buddy Programme for newly-arrived UN Volunteers;
- Promote or advise local groups in the use of online volunteering, or encourage relevant local individuals and organizations to use the UNV Online Volunteering service whenever technically possible.

**Results/Expected Outputs**

- Supported the establishment of a PSEA In-Country Network on protection from sexual exploitation and abuse;
- Leadership provided in drafting of a country – level action plan on PSEA;
- GBV risk mitigation efforts supported and contributions made towards the development, implementation and dissemination of global and regional guidance and strategies relevant to Gender Based Violence, Violence Against Children, the Centrality of Protection, and Accountability to Affected Populations;
- Contributions made to UNCT and partners PSEA focal points trainings, including on the UN Protocol on Allegations of Sexual Exploitation and Abuse Involving Implementing Partner; and on GBV risk mitigation;
- Documentation made of best PSEA practices and lessons learnt in Zambia, for onward dissemination;
- Advice provided on PSEA-related issues that require immediate action and advocacy;
- In-Country Network updated on PSEA developments and appropriate recommendations made on enhancing prevention strategies;
- Participation and active representation of the UNRCO in PSEA forums and coordination meetings;

- The development of capacity through coaching, mentoring and formal on-the-job training, when working with (including supervising) national staff or (non-) governmental counter-parts, including Implementing Partners (IPs);
- Age, Gender and Diversity (AGD) perspective is systematically applied, integrated and documented in all activities throughout the assignment;
- A final statement of achievements towards volunteerism for peace and development during the assignment, such as reporting on the number of volunteers mobilized, activities participated in and capacities developed.

**Qualifications/Requirements**
Required Degree Level
- Master degree or equivalent

Education - Additional Comments

Master’s degree in social sciences, social work, political science, law or other relevant fields

Required experience
- 36 months

Experience Remark

- 3 years relevant experience working in emergency settings on children’s and women’s rights and violence prevention and response, sexual violence and other forms of gender-based violence; and on child protection;
- Experience in and knowledge of the United Nations and Inter-Agency Standing Committee (IASC) policies and guidance related but not limited to Protection from Sexual Exploitation and Abuse (PSEA), Accountability to Affected Populations (AAP), Gender Based Violence (GBV) and Centrality of Protection;
- Knowledge of current PSEA developments and activities at United Nations Country Team (UNCT) and Humanitarian Country Team (HCT) level and its partners;
- Proven success in developing and facilitating training and capacity-building activities on PSEA;
- Experience developing compliant mechanism as well as reporting and investigation procedures;
- Proven research skills and demonstrated expertise in analysis and development of technical papers, as well as programmatic guidance related to violence against children and women, in particular sexual violence, gender and child protection;
- Excellent communication, facilitation and interpersonal skills;
- Experience working in acute emergency settings;
- Fluency in English (verbal and written) required.

Language
- English (Mandatory) , Level - Fluent
- AND - French (Optional) , Level - Working Knowledge

Area of Expertise
- Other development programme/project experience Mandatory

Area of Expertise Requirement

Need Driving Licence
- No

Competencies & Values

- Adaptability and Flexibility
- Building Trust
- Client Orientation
- Commitment and Motivation
- Commitment to Continuous Learning
- Communication
Conditions of Service and other information

Conditions of Service for International Specialist:

The contract lasts for the period indicated above with possibility of extensions subject to availability of funding, operational necessity and satisfactory performance. However, there is no expectation of renewal of the assignment.

A UN Volunteer receives a Volunteer Living Allowance (VLA) which is composed of the Monthly Living Allowance (MLA) and a Family Allowance (FA) for those with dependents (maximum three).

The Volunteer Living Allowance (VLA) is paid at the end of each month to cover housing, utilities, transportation, communications and other basic needs. The VLA can be computed by applying the Post-Adjustment Multiplier (PAM) to the VLA base rate of US$ 1,631. The VLA base rate is a global rate across the world, while the PAM is duty station/country-specific and fluctuates on a monthly basis according to the cost of living. This method ensures that international UN Volunteers have comparable purchasing power at all duty stations irrespective of varying costs of living. The PAM is established by the International Civil Service Commission (ICSC) and is published at the beginning of every month on the ICSC website http://icsc.un.org.

For UN Volunteer entitlements, kindly refer to the link https://vmam.unv.org/calculator/entitlements

In non-family duty stations that belong to hardship categories D or E, as classified by the ICSC,
international UN Volunteers receive a Well-Being Differential (WBD) on a monthly basis.

Furthermore, UN Volunteers are provided a settling-in-grant (SIG) at the start of the assignment (if the volunteer did not reside in the duty station for at least 6 months prior to taking up the assignment) and in the event of a permanent reassignment to another duty station.

UNV provides life, health, permanent disability insurances as well as assignment travel, annual leave, full integration in the UN security framework (including residential security reimbursements).

UN Volunteers are paid Daily Subsistence Allowance at the UN rate for official travels, flight tickets for periodic home visit and for the final repatriation travel (if applicable). Resettlement allowance is paid for satisfactory service at the end of the assignment.

UNV will provide, together with the offer of assignment, a copy of the Conditions of Service, including Code of conduct, to the successful candidate.

**Supervision, induction and duty of care of UN Volunteers**

UN Volunteers should be provided equal duty of care as extended to all host entity personnel. Host entity support to the UN Volunteer includes, but is not limited to:

- Introductory briefings about the organisation and office-related context including security, emergency procedures, good cultural practice and orientation to the local environment;

- Support with arrival administration including setting-up of bank accounts, residence permit applications and completion of other official processes as required by the host government or host entity;

- Structured guidance, mentoring and coaching by a supervisor including a clear workplan and performance appraisal;

- Access to office space, equipment, IT support and any other systems and tools required to complete the objectives of the assignment including a host entity email address;

- Access to shared host entity corporate knowledge, training and learning;

- Inclusion of the volunteer in emergency procedures such as evacuations;

- Leave management;
- DSA for official travel, when applicable;

- All changes in the Description of Assignment occurring between recruitment and arrival or during the assignment need to be formalized with the United Nations Volunteer Programme.

Application Code: ZMBR000154-6465

Application procedure

Prerequisites

This assignment is funded by the Government of Korea, only Korean nationals who have not yet served as a UN Volunteer specialist funded by Korea are eligible to apply. Former UN Youth Volunteers and UN University Volunteers are eligible to apply.

Selection process

Only shortlisted candidates will be contacted. The selection will be done by the UN Host Entity at the level of the country of assignment. Interviews are scheduled to be conducted by the UN Host Entity between 14 April and 8 May. Usually these interviews are competency-based.

How to apply

Please apply via the link below. You can then either log in if you already have an account or register via ‘Candidate Signup’.

You may apply to a maximum of three assignments per advertisement and indicate your order of preference in the ‘Additional Remarks’ section of your profile.

Application deadline: 22 March 2020

doa.apply_url: https://vmam.unv.org//candidate/show-doa/Wk1CUjAwMDE1NA==

Disclaimer

United Nations Volunteers is an equal opportunity programme which welcomes applications from qualified professionals. We are committed to achieving diversity in terms of gender, nationality and culture.