



VACANCY

GENDER AND WATER PROGRAMME OFFICER

Global Water Partnership-Central Africa (GWP-CAf)

INTRODUCTION

The Global Water Partnership (GWP) is an international non-profit network organisation created in 1996. With a diverse partnership of more than 3000 organizations from 178 countries, including governments, the private sector, civil society groups, the GWP network is made up of 13 Regional Water Partnerships and 85 Country Water Partnerships (CWPs), which are neutral platforms for dialogue on development policies from the bottom to the top.

Global Water Partnership Central Africa (GWP-CAf), the GWP Regional Water Partnership in Central Africa (<https://www.gwp.org/en/GWP-Central-Africa/>) was formally established in 2008. Its vision is for a "Central Africa where water security is guaranteed", and its mission is to "support sustainable development through the promotion and implementation of Integrated Water Resources Management (IWRM) in Central Africa".

The guiding principles for Integrated Water Resources Management (IWRM) were adopted by experts from all over the world in Dublin in January 1992, and approved by heads of states and governments at the UN Conference on Environment and Development in Rio de Janeiro in June 1992. The third of these four guiding principles states that: "Women play a central part in the provision, management, and safeguarding of water". World leaders, governments and water professionals thus acknowledged that gender equity is inextricably bound up with sustainable water resources management and sustainable development in general.

With the adoption of the Sustainable Development Goals, gender equality is placed at the heart of the 2030 Agenda for Sustainable Development through SDG 5: "Achieve gender equality and empower all women and girls". GWP has been advancing gender issues based on its gender strategy and more recently its "Gender Action Piece" through which it continues to play a crucial role in promoting gender issues in water resources management by supporting water sector stakeholders in their efforts to ensure equity through sustainable management and development of water resources. As part of implementation of its gender strategy and "Gender Action Piece", GWP developed the Gender Equality in Water Security and Climate Resilient Development Programme (WACDEP-G) in Africa which has been approved for funding by the Austria Development Agency. The WACDEP-G will be implemented across the five GWP Regional Offices in Africa.

WACDEP-G

GWP and partners have been implementing an African Ministers' Council on Water (AMCOW) Program "Water Climate and Development Program (WACDEP)" in Africa since 2011 in order to realize the climate change related commitments expressed by African Heads of State and Government in the 2008 *Sharm el-Sheikh Declaration* on water and sanitation.

The goal of WACDEP is to promote water as a key part of sustainable regional and national development and contribute to climate change adaptation for economic growth and human security. The overall objective is to support countries integrate water security and climate resilience in development planning and decision-making processes, through enhanced technical and institutional capacity and predictable financing and investments in water security and climate change adaptation.

The First Phase (2011-2015) of the Program covered eight countries (Cameroon, Ghana, Burkina Faso, Mozambique, Zimbabwe, Burundi, Rwanda and Tunisia), and five transboundary basins (Volta, Lake Chad, Lake Victoria-Kagera, Limpopo Basins and the North Western Sahara Aquifer System). The Second Phase (2016-2019), in addition to building on the lessons learnt from phase I, tried to respond to emerging issues and priorities for African such as the Paris Agreement on climate change and the 2030 SDGs. The program in phase II covered additional ten countries (Benin, Mali, Senegal, Sao Tome and Principe, Central Africa Republic, Kenya, Uganda, Mauritania Tanzania and Zambia) but kept the same transboundary basins.

Phase II of program implementation focused in supporting countries in developing and/or implementing NDCs, including NAPs, and supporting countries and regional organizations in preparing investment plans, project concepts or proposals that will facilitate investment for water security and climate resilience in Africa. Though gender mainstreaming was considered in the WACDEP, the issues around gender inequalities and the implication for resilience building was not considered.

Recognizing the significance of gender inequality in water security and climate resilience in Africa, WACDEP is now shifting towards gender transformative approaches.

The new phase of the program (2020-2025), Water, Climate, Development and Gender Equality (WACDEP-G), will be implemented in 18 countries and 5 transboundary basins with the financial support from the Austrian Development Cooperation (ADA) within the framework of the African Water Investment Program (AIP). The overall objective of WACDEP-G is to transform gender inequalities at scale by promoting gender-transformative planning, decision-making and institutional development for climate resilient water investments in Africa. The ultimate goal is to achieve progress in gender equality by shaping investments in climate-resilient water security for 3.6 million people over 6 years, involving projects and programs amounting to about \$1 billion investments from government and private sources.

The Program is structured around three main components:

- i. Gender-transformative change for implementation of climate-resilient water investments
- ii. Mobilising partnerships and building motivation, capabilities and opportunities for transforming structurally embedded unequal power relations
- iii. Agile learning from implementation of local pilots

Implementation of WACDEP-G (first phase:2020-2021) will start from 1st April 2020 in 5 countries and 5 transboundary basins. For the Central African region, the program will be implemented in Cameroon and in the Lake Chad Basin.

Programme Officer – WACDEP-G

To effectively and efficiently support GWP Central Africa and its partners in implementing the Gender Equality in Water Security and Climate Resilient Development Programme (WACDEP-G) in Africa, as well as in mainstreaming gender in its work, GWP-CAf is recruiting, on behalf of GWP Cameroon, a Gender Programme Officer who will be based at the GWP-CAf regional secretariat in Yaoundé.

SCOPE OF THIS POSITION

Under the direct supervision of the Regional Executive Secretary, the Gender Program Officer will primarily support the development and implementation of the GWP-CAf agenda for gender equality and inclusion. The Gender Programme Officer is expected to work across programs and projects in a way that supports the operationalization of the GWP Gender Strategy and the Gender Action Piece that promotes “gender equality and inclusion in water resources management”. At the same time s/he will also bring gender into the mainstream of GWP-CAf's work, by providing an overarching framework to practice gender- and women- inclusive approaches and will support horizontally GWP-CAf's 3-year work programs and annual work plans to deliver gender-targeted results within the framework of the GWP Global Strategy 2020-2025.

This position requires multi-tasking abilities, delivery capacity, diplomatic skills, and attention to detail and timelines. The role requires an individual with ability to analyse, design, implement, monitor, report and follow-up multi-level political and technical processes and activities, in a proactive manner; and, ability to prioritize and work under pressure. The position involves national and international travel.

His/her specific duties and responsibilities will include amongst others:

Ensure implementation of WACDEP-G in Cameroon

- Ensure the development and elaboration of the WACDEP-G work plan and budget in alignment with the program's strategic direction and the specific needs of the target country and entire region;
 - Lead the development of Country WACDEP-G Program for Cameroon
 - Guide the undertaking of country situational analysis (climate resilience, water security, gender equality, stakeholders/institutions and related areas) to identify entry points for the program at country level
 - Guide the undertaking of capacity needs assessment for Cameroon
 - Develop detail program work plan, budget and capacity building plan for WACDEP-G in Cameroon
 - Identify opportunities for program development, and lead the development of concept notes and proposals for resource mobilization to ensure continuity of WACDEP-G in Cameroon.
- Guide and ensure effective implementation of work plan for WACDEP-G in Cameroon;
 - Lead the implementation of WACDEP-G in Cameroon

- Coordinate program activities that involve various stakeholders at various levels in the country
- Coordinate administrative, logistics and financial support to program activities
- Mobilize partners that will be engaged in program implementation
- Establish relationships with relevant government and non-government actors such as organizations dealing with gender, climate, water, finance and planning
- Lead capacity building activities of the program; and facilitate policy level engagements with support from GWP-CAf;
- Mobilize partners for selecting and implementing a demonstration project in Zambia
- Promote a Gender Transformative approach in other relevant climate programs/projects in Cameroon
- Provide guidance to consultants that will be engaged during the implementation of the program
- Lead the implementation and coordination of other GWP programs in Cameroon.
- Support the activities of Cameroon Country Water Partnership, including partners networking and information sharing
- Contribute to implementation of pilot initiatives of WACDEP-G at national level
 - Develop and maintain working relationships with key GWP partners on water and gender in Cameroon like the GWP Cameroon Technical and Scientific Committee, the University of Maroua, ACEEN, CEDC, etc ;
 - Liaise with the UN Women Cameroon and colleagues from UNFPA and CARE international, and share information and experiences that can benefit the entire GWP network;
 - Ensure smooth development and implementation of pilot initiative on gender and water.
 - Mobilise and supervise consultants and partner NGOs to support implementation of pilot activities.
- Coordinate and ensure programme monitoring and evaluation, for effective Communication and knowledge management.
 - Prepare and submit to GWP-CAf monthly program implementation progress updates
 - Capture key program outputs/outcomes and lessons generated from the processes and activities of implementing the program
 - Develop knowledge materials (technical notes, articles, fact sheets, program briefs, etc) based on the results and lessons from program implementation
 - Facilitate sharing of lessons among the stakeholders in Cameroon
 - Prepare and submit to GWP-CAf quarterly and annual narrative and financial reports
 - Coordinate program evaluation and audit when requested by GWP-CAf
 - Work closely with the GWP-CAf Communications, and Finance and Administration Units.

Ensure gender is mainstreamed across GWP-CAf's thematic areas

- Develop a plan of action that identifies opportunities and entry points for mainstreaming gender and women empowerment in GWP-CAf programmes, and facilitate GWP-CAf's efforts in systematic mapping and analysis of on the ground experiences relating to gender and water;
- Develop region-focused operational guidelines on how to incorporate gender and water into project and programme design at all levels of the GWP-CAf work:
 - Assist and advise GWP-CAf Officers and Steering Committee on designing, implementing and monitoring progress of gender-related activities and work plans.

- Act as resource person in capacity building, knowledge sharing events and other relevant activities on gender and women's empowerment in relation of GWP-CAf's work.
- Undertake any other RWP network gender and gender related activities requested by the GWP-CAf Regional Coordinator.

QUALIFICATION AND EXPERIENCE

The ideal candidate for the position of must be a national of a GWP-CAf country, and should have the following qualifications and skills:

- Hold at least a Bachelors degree in development studies, gender studies, social sciences, political sciences or related field with some focus on gender studies and/or social inclusion, with a minimum of five years of working experience, with national and regional focus, on developmental agendas related to social development, natural resources, climate change, SDGs, etc., and at least 2 years of working experience on gender and social inclusion. An additional qualification on gender studies, or in the field of sustainable development, environment, political science, social science and international affairs, would be an advantage
- Demonstrated knowledge of and hands-on experience in programs/projects supporting participation of women in development processes, women in leadership positions, women in change-agent roles, and general gender mainstreaming
- Experience with building partnerships, shaping development projects and/or programs in gender, and mobilizing resources;
- Good understanding of the Cameroon and Central Africa Regional socio-economic and political background.
- Ability to work in a multicultural environment and to interact positively with a wide range of stakeholders in an international, regional and national context.
- Ability to exercise good judgement, discretion and tact in handling sensitive issues.
- Ability to work independently and as part of a team, and manage time and prioritize multiple projects and tasks effectively;
- Team player, with a positive, enthusiastic and self-motivated attitude, with professional and personal ethos, integrity and solutions-oriented mindset.
- Experience in project management, and ability to manage multiple tasks simultaneously;
- Excellent computer skills (Word, Excel, Power Point, Internet, Social Media) and language skills (French and English required);
- Strong interpersonal and communication skills, including excellent oral and written communication skills;
- Good understanding of the issues in relation to GWP-CAf's vision and mission and commitment to water security and sustainability issues is required.

Working Relationships

Internal – This position will work closely with, and report to the GWP Cameroon Chair and the GWP Cameroon Steering Committee, as well as to the Regional Coordinator of GWP Central Africa. The will be expected to contribute to the Central Africa sub-regional report, and the Africa Regional report on WACDEP-G.

External – The candidate will coordinate work with WACDEP stakeholders in government and the United Nations System, as well as with academic and research organisations and others stakeholders working on similar topics.

SUBMISSION OF APPLICATIONS

Interested candidates should prepare and submit a one-page motivation letter, addressed to the GWP-CAf Chair, with their curriculum vitae (including 3 references) to **recruit-cam@wwfcam.org** with copy to **secretariat@gwpcaf.org** clearly indicating ***“Application for the position of Gender Programme Officer for GWP Central Africa”***.

Applications must be submitted electronically no later than 5 pm (Cameroon time) **on 6th May 2020**. This call for applications is open to all candidates from the Central African region who are nationals of one of the GWP countries in Central Africa.

Female candidates are strongly encouraged to apply. Please note that only pre-selected candidates will be contacted.

EXPECTED START DATE: 1st June 2020

DURATION OF THE CONTRACT: 1 year, with a trial period of 6 months.

PLACE OF EMPLOYMENT: Yaoundé - Republic of Cameroon