



Programme Analyst, Gender/GBV

Job title:	Programme Analyst, Gender/GBV
Level:	NOA
Position Number:	213786
Location:	Phnom Penh, Cambodia
Full/Part time:	Full time
Fixed term/Temporary:	FTA
Rotational/Non-Rotational:	Non-Rotational
Duration:	1 year (with possible extension subject to performance)

The Position:

The Programme Analyst, Gender/GBV, is located in the Cambodia Country Office (CO) and reports to the Technical GBV Programme Lead.

How you can make a difference:

UNFPA is the lead UN agency for delivering a world where every pregnancy is wanted, every childbirth is safe and every young person's potential is fulfilled. UNFPA's new strategic plan (2022-2025), focuses on three transformative results: to end preventable maternal deaths; end unmet need for family planning; and end gender-based violence and harmful practices. In a world where fundamental human rights are at risk, we need principled and ethical staff, who embody these international norms and standards, and who will defend them courageously and with full conviction. UNFPA is seeking candidates that transform, inspire and deliver high impact and sustained results; we need staff who are transparent, exceptional in how they manage the resources entrusted to them and who commit to deliver excellence in programme results.

Job Purpose:

UNFPA Cambodia is implementing its new 7th Country Programme (CP) 2024-28 towards a that has a greater emphasis on progressing gender equality, addressing harmful social norms and expanding the portfolio on gender-based violence. UNFPA CO plans focus on achieving the global strategic plan "three transformative results which are: zero maternal mortality, zero unmet need for family planning and zero gender based violence.

The Programme Analyst, Gender/GBV will play a crucial role in supporting in the implementation of the 7th Country Programme (CP) 2024-28, with a particular focus on progressing gender equality and expanding the portfolio on gender-based violence. The Programme Analyst, Gender/GBV will work closely with the GBV team under the overall supervision of a senior international P3 Programme Specialist, GBV, towards the development and implementation of start-up actions towards UNFPA's Country Programme VII which has a large focus on addressing GBV. The role will support the team to implement GBV activities including workshops on harmful social norms, case management, health sector response and programme development.



On a day-to-day functional level, the Programme Analyst, Gender/GBV will work closely with the NoB Programme Analyst, Gender/R&H (currently a role in transition) as well as the whole GBV team, in tandem with the reproductive health, adolescent and youth and population and development colleagues under the overall programme team led by the Assistant Representative. Technical supervision will be provided by an overall international P3 Programme Specialist, GBV, supported by the Gender Based Violence Technical Specialist team in the Asia Pacific Regional Office (APRO). The post will work closely with all UNFPA team members including, all programme and operations team members.

You would be responsible for:

In collaboration with Government counterparts, NGOs and other partners, you play a support role for the formulation, design and mainly implementation of the Gender/GBV component of the country programme and its associated projects in line with Government priorities and according to UNFPA programme policies and procedures. You are leading the achievement of programme results by ensuring appropriate policies and procedures are applied by the programme team, and appropriate monitoring and oversight mechanisms are established and implemented.

- The main role is to support the GBV program implementation, monitoring progress of activities and finance using results-based management tools.
- Support the CO's efforts in generating knowledge from country programme implementation by synthesizing and documenting key findings and lessons learned, success stories and best practices and drafting relevant materials for dissemination.
- Contribute to the CO's overall M&E framework, advising on measurable, reportable, and verifiable gender and GBV related indicators for policy and advocacy efforts improvement.
- Contribute to analysis of national and subnational trends, gaps and challenges in addressing GBV. You support key partnerships for international cooperation in creation of evidence and knowledge-sharing on best practices that enhance gender and GBV programming for Cambodia.
- Support gender and GBV project implementation, exploring collaborative partnerships with executing agencies, experts, government counterparts and other UN agencies for timely and efficient delivery of project inputs, and addressing training needs of project personnel, and act as UNFPA focal point in the UN Gender Theme Group, GBV sub working group and other groups as required.
- Ensure the creation and documentation of knowledge about current gender and GBV issues, by the programme team through the analysis of programme, projects, strategies, approaches and ongoing experience for lessons learned, and uses this knowledge for information sharing, strategic communication and policy advocacy.
- Participate actively in the resource mobilization efforts of the CO by ensuring preparation of relevant documentation, contributing to development of donor proposals and drafting of donor reports, and participating in related meetings and public information events.

Qualifications and Experience

Education:

- Advanced (Masters) degree in Development Studies, Gender and/or Social Studies, Public Health, Social Work or any a related field.

Knowledge and Experience:

- Prior experience in the field of gender or gender-based violence, sexual and reproductive health and rights, international development, with experience in programme/ project management is preferred.



Languages:

- Fluency both English and Khmer is required.

Required Competencies:

<p><u>Values:</u></p> <ul style="list-style-type: none"> • Exemplifying integrity, • Demonstrating commitment to UNFPA and the UN system, • Embracing cultural diversity, • Embracing change 	<p><u>Functional Competencies:</u></p> <ul style="list-style-type: none"> • Advocacy/advancing a policy-oriented agenda • Leveraging the resources of national governments and partners/ building strategic alliances and partnerships • Delivering results-oriented programs • Internal and external communication and advocacy for results mobilization
<p><u>Core Competencies:</u></p> <ul style="list-style-type: none"> • Achieving results, • Being accountable, • Developing and applying professional expertise/business acumen, • Thinking analytically and strategically, • Working in teams/managing ourselves and our relationships, • Communicating for impact 	

P-11, interested candidates are required to complete and submit P-11, with the template attached.

Disclaimer

The UN/UNFPA does not charge any application, processing, training, interview, examination, or other fees related to the application or recruitment process. Advertisements, letters, or fraudulent offers can be reported to the UNFPA Fraud Hotline <http://www.unfpa.org/help/hotline.cfm>

UNFPA Work Environment

UNFPA provides a work environment that reflects the values of gender equality, diversity, integrity and healthy work-life balance. We are committed to ensuring gender parity in the organization and therefore encourage women to apply. Individuals from the LGBTQIA+ community, minority ethnic groups, indigenous populations, persons with disabilities, and other underrepresented groups are highly encouraged to apply. UNFPA promotes equal opportunities in terms of appointment, training, compensation and selection for all regardless of personal characteristics and dimensions of diversity. Diversity, Equity and Inclusion is at the heart of UNFPA's workforce - click [here](#) to learn more.