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| **Job Title:** Technical Advisor II- Gender, Youth, and Social Dynamics Lead | **Reports to:** TBD |
| **Department:** Program | **Salary Grade:** 10 |

**\*Note**: This position is contingent upon candidate approvals by the donor.

**About CRS**

Catholic Relief Services is the official international humanitarian agency of the Catholic community in the United States. CRS works to *save, protect, and transform* lives in need in more than 100 countries, without regard to race, religion or nationality. CRS’ relief and development work is accomplished through programs of emergency response, HIV, health, agriculture, education, microfinance and peacebuilding.

**Job Summary**

CRS is seeking highly qualified candidates for an **US Government-funded program to improve food security and nutrition of vulnerable populations in Haiti.** You will provide technical advice, guidance, and support to a wide range of program design and implementation issues in line with Catholic Relief Services (CRS) program quality principles and standards, donor guidelines, and industry best practices to regional and Country Program (CP) teams to advance the delivery of high-quality programming to the poor and vulnerable. Your technical knowledge, advice and guidance will contribute to determining how effective, adaptive and innovative CRS’ collaboration, learning and accountability programming across the globe. You will provide technical advice, guidance, and support to a wide range of program design and implementation issues with a focus on larger projects in the area of Gender, Youth and Social Dynamics in line with Catholic Relief Services (CRS) program quality principles and standards, donor guidelines, and industry best practices to regional and Country Program (CP) teams to advance the delivery of high-quality programming to the poor and vulnerable. Your technical knowledge, advice and guidance will contribute to determining how effective, adaptive and innovative CRS’ Resilience and Food Security programming is across the globe.

**Roles and Key Responsibilities:**

* Design and manage the project gender and youth social dynamics strategy, system and tools with a focus on promoting knowledge acquisition, management, documentation and dissemination. Help ensure a cross-sectoral approach integrating gender, protection mainstreaming, and disaster risk reduction.
* Provide technical solutions to the food security program on-site, for strategic planning and how to best apply program design and implementation standards, best practices, partnership principles, tools, and monitoring and evaluation, ensuring high-quality implementation.
* Lead the development and implementation of the RFSA Gender, Youth and Social Dynamics strategy, which supports gender- transformative and youth-responsive approaches that are context appropriate and reflected at every phase of the project
* Contribute to capacity strengthening, mentoring and coaching of project staff and partners through helping develop learning and training strategies and curricula that ensure gender and youth integration and empowerment.
* Contribute to knowledge management and learning through collecting and analyzing program data and support the incorporation of gender, youth and social dynamics issues in project MEAL systems. Contribute to design and implementation of participatory and inclusive monitoring, evaluation, accountability and learning processes.
* Establish and maintain relationships with donors, peer organizations, research and other institutions. Participate in gender and youth forums to collect and share best practices and promote CRS’ work.
* Review project reports and ensure they capture required disaggregated data and gender, youth and social dynamics learning. Track changes in gender and youth dynamics over time, including unanticipated outcomes.
* Assist the project team in ensuring that CRS and partners comply with gender, youth and social dynamics related USAID/FFP requirements.
* Lead the collection, analysis, and utilization of information from a broad range of sources including reports, issues paper, case studies and successfully integrate gender and youth, social dynamics and the dissemination of related project learning.

**Basic Qualifications**

* Master’s degree in communications, development studies, applied sociology, anthropology, or other relevant programs required.
* Minimum of five years relevant international working experience in an advisory or management role with progressive responsibilities, ideally with an international NGO, with minimum of three years working for programming interventions in gender, youth and social dynamics.
* Previous experience providing technical assistance and developing successful proposals for external donor funding is required.
* Demonstrated application of technical principles and concepts in gender, youth and social dynamics. General knowledge of other related disciplines to ensure proper cross-sectoral approach.
* Experience in business development, project design and proposal development in gender, youth and social dynamics, including technical writing.
* Experience in mentoring, coaching, facilitation and training applying adult learning principles and practices.
* Experience with program monitoring and evaluation, including applying data collection tools and methodologies, data analysis, and data presentation.
* Experience and skills in networking and relations with donors, peer organizations, and faith-based and civil society partners. Understanding of partnership principles.
* Proficient in MS Office packages (Excel, Word, PowerPoint), Web Conferencing Applications, information and budget management systems, knowledge-sharing networks.

**Required Languages** – English and French fluency required

**Travel** - Must be willing and able to travel up to 30-50 % domestically with periodic international travel.

***Knowledge, Skills and Abilities***

* Excellent relationship management skills with ability to influence and get buy-in from people not under direct supervision and to work with individuals in diverse geographical and cultural settings.
* Strong strategic, analytical, problem-solving and systems thinking skills with capacity to see the big picture and ability to make sound judgment
* Strong written and oral communication skills
* Strong presentation, facilitation, training, mentoring, and coaching skills
* Proactive, resourceful and results-oriented

**Agency REDI Competencies (for all CRS Staff):**

Agency competencies clarify expected behaviors and attitudes for all staff. When demonstrated, they create an engaging workplace, help staff achieve their best, and help CRS achieve agency goals. These are rooted in the mission, values, and guiding principles of CRS and used by each staff member to fulfill his or her responsibilities and achieve the desired results.

* **Personal Accountability** – Consistently takes responsibility for one’s own actions.
* **Acts with Integrity** - Consistently models values aligned with CRS Guiding Principles and mission.  Is considered honest.
* **Builds and Maintains Trust** - Shows consistency between words and actions.
* **Collaborates with Others** – Works effectively in intercultural and diverse teams.
* **Open to Learn** – Seeks out experiences that may change perspective or provide an opportunity to learn new things.

**Agency Leadership Competencies:**

* **Lead Change** – Continually looks for ways to improve the agency through a culture of agility, openness, and innovation.
* **Develops and Recognizes Others** – Builds the capacity of staff to reach their full potential and enhance team and agency performance.
* **Strategic Mindset** – Understands role in translating, communicating, and implementing agency strategy and team priorities.

**Supervisory Responsibilities:** No direct line supervisees

**Key Working Relationships:**

**Internal**: CRS Country Representative, Chief of Party, Strategic Learning Advisor, Resiliency and Sustainability Senior Advisor, Private Sector Engagement Manager, MEAL Manager, Head of Operations, Finance Manager, Cayes Head of Office, Fort Liberté Head of Office.

**External:** Country Directors of Partners, Steering Committee, Donor, Ministry of Health, Ministry of Agriculture, Ministry of Social Affairs, other related government authorities and suppliers

*\*\*\*Our Catholic identity is at the heart of our mission and operations. Catholic Relief Services carries out the commitment of the Bishops of the United States to assist the poor and vulnerable overseas. We welcome as a part of our staff people of all faiths and secular traditions who share our values and our commitment to serving those in need. CRS’ processes and policies reflect our commitment to protecting children and vulnerable adults from abuse and exploitation.*

*Disclaimer:  This job description is not an exhaustive list of the skill, effort, duties, and responsibilities associated with the position.*

**CRS' talent acquisition procedures reflect our commitment to protecting children and vulnerable adults from abuse and exploitation.**

**CRS is an Equal Opportunity Employer**