

Women Protection Officer

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Company: International Rescue Committee

Location: Kakuma

Category: business-and-financial-operations

Requisition ID: req49170

Job Title: Women Protection Officer

Sector: Women Protection & Empowerment

Employment Category: Fixed Term

Employment Type: Full-Time

Open to Expatriates: No

Location: Kakuma, Kenya

Work Arrangement:

Job Description

The WPE Officer will lead implementation of GBV prevention and response interventions including the provision of information on WPE and child protection services, referral mechanisms and coordination. The Officer will support the GBV case worker and volunteers in providing comprehensive, timely and quality case management to survivors of GBV and implementation of GBV community awareness raising in the community. He /she will be the focal person for coordinating actions with other stakeholders to prevent and respond to GBV while mentoring and building the capacity of the caseworkers and community volunteers to implement WPE activities in Kakuma. This position reports to the WPE Senior Officer based in Kakuma.

KEY RESPONSIBILITIES.

PROGRAM DESIGN & IMPLEMENTATION

Design and monitor GBV prevention & response activities, ensuring these activities are informed by target beneficiaries and correspond to their priorities and safety.

Implement GBV prevention programs such as EMAP, SASA etc.

Implement prevention and community-based advocacy initiatives based on identified needs and Safety Audit reports that reflect the voices of women and girls.

Ensure that engagement with women, girls and the wider community adheres to best-practice principles when working with survivors of GBV.

In collaboration with the GBV caseworker, build the capacity of GBV community volunteers, women groups and other community structures on GBV Core Concepts, guiding principles, referral pathway, reporting, community mobilization etc.

Prepare and maintain/update detailed work plan(s) with the structures that support and achieve activities.

Hold regular debriefing feedback sessions with relevant community structures to identify challenges early and find appropriate local solutions to the problems and work to strengthen the working relation among the teams and with staff.

Conduct outreaches to disseminate information of services available to women and girls and raise awareness with the community volunteers and other relevant structures.

Provide ongoing supervision, support, mentoring and guidance to Community Volunteers to ensure outreach activities meet the highest quality standards and adhere to GBV best practice and guiding principles.

Create and consolidate strong synergies with the local community stakeholders like GBV/CP partners, women groups, the religious leaders and government counterparts the police and the health to support local activism at the county level.

Plan and mobilize communities to participate in community mass awareness events like International Women's Day, Day of the Girl child, and 16 days of activism.

Ensure timely and accurate procurements and finances for activities by ensuring all Purchase Requests and payment requests are raised at least two weeks before delivery date in

accordance with program budget provisions to avoid disruption of activities.

Development of referral networks between partners implementing GBV and implementation of referral pathways.

Participate in the interpretation of the analyzed data on trends and work with GBV caseworkers/Senior WPE officer to disseminate information to all relevant stakeholders.

COORDINATION AND NETWORKING

Develop and maintain effective working relationships with all stakeholders including community leaders, NGOs, Community Based Organizations and other IRC sectors to enhance multi-agency and sectoral cooperation and coordination.

Ensure that the community of operation is consulted in the development of Women's Protection and Empowerment programs and as much as possible are involved in the implementation, monitoring and supervision of activities.

Participate actively in all GBV/CP Coordination meetings when required while proactively sharing updates.

Participate in capacity building/trainings for the local partner's around GBV P&R.

Strengthen and maintain networks with community leaders, women leaders, and service providers to ensure that survivors receive compassionate support from the community and to encourage greater communication, collaboration, and coordination among partners (protection, health, legal, and psychosocial sectors)

Work in collaboration with community volunteers to ensure ongoing needs of women and girls are being met through prevention-related activities.

Monitor monthly community outreach plan with community volunteers, based on case trends and ongoing needs of women and girls.

Identify new community structures to work with to ensure wholesome support to the clients.

Strengthen existing referral systems and networks of GBV/CP service providers.

Organize and conduct trainings for partners on relevant organizational development areas and

support peer learning between IRC and the local partner.

Ensure GBV coordination partners and CVs understand and are able to utilize the referral system effectively.

COMMUNITY ENGAGEMENT AND OUTREACH

Conduct sensitization, dialogue and mediation sessions with the wider population about GBV related issues.

Identify and strengthen Community structures through engaging community leaders, county govt and other stakeholders to ensure that the women & girls receive adequate support at the community level.

Support in the dissemination of relevant information during Community SGBV prevention forums and meetings.

MONITORING & DOCUMENTATION

Document all activities: Meetings, Trainings, and events using appropriate documentation and reporting tools in the sector as required and ensure that all documents/data collected is properly and safely filed and stored.

Actively plan and submit weekly and monthly work plans and progress reports against network plans using agreed reporting tools.

Prepare and share weekly and monthly reports as required.

OTHERS .

Fulfill any other duties and responsibilities as assigned.

Respect the code of conduct and policies of the IRC and the standards of the GBV team.

Adhere and uphold the IRC Way (integrity, Service and Accountability) at their respective areas of work.

KEY RESULT AREAS

The GBV/WPE Kenya Programs' goal is to enhance survivors' utilization of quality services responsive to their needs and strengthen community-based structures and solutions to better protect women and girls, promote their empowerment to access opportunities, services, and

support.

Qualifications

University degree in Social Sciences (, social work, counseling, sociology, psychology, gender studies, human rights, etc.).

At least 2 years of experience in working in the social sector, particularly in GBV Prevention.

Excellent communication, facilitation and analytical skills and ability to present ideas effectively, in both oral and written form.

Ability to communicate sensitively and without judgment, good diplomatic and persuasion skills.

Ability to use good judgment when making decisions and to take accountability for decisions made.

Clear understanding of gender, abuse of power, and issues surrounding violence against women.

Highly motivated, creative, and passionate person who is dedicated to ensuring that models of best practice are utilized.

Able to uphold high ethical and professional standards.

Problem solving and conflict resolution skills.

Ability to promote the values of equality, non-discrimination, and human rights for all.

Experience in participatory techniques and community mobilization

Able to lead, train, supervise, facilitate, and motivate GBV Community volunteers in their respective tasks in a professional, respectful, and supportive manner.

Positive, highly motivated, innovative, with strong organizational and inter-personal skills.

Able to coordinate multiple tasks while maintaining attention to quality and detail.

Able to work as part of a team.

Strong knowledge of computer applications, including MS Word and Excel.

Willingness to work in a hardship area.

Fluency in English, including writing clear and concise reports.

Standards of Professional Conduct: The IRC and IRC workers must adhere to the values and principles outlined in the IRC Way – Code of Conduct. These are Integrity, Service, Accountability and Equality. In accordance with these values, the IRC operates and enforces policies on Beneficiary Protection from Exploitation and Abuse, Child Safeguarding, Harassment-Free Workplace, Fiscal Integrity, Anti-Retaliation, Combating Trafficking in Persons and several others.

Gender Equality: IRC is committed to narrowing the gender gap in leadership positions. We offer benefits that provide an enabling environment for women to participate in our workforce including parental leave, gender-sensitive security protocols and other supportive benefits and allowance.

Kenyan nationals are encouraged to apply. International allowances are not available for this position. Salary and employee benefits are compliant to the Kenyan NGO Sector.

IRC is an Equal Opportunity Employer and considers all applicants on the basis of merit without regard to race, sex, color, national origin, religion, sexual orientation, age, marital status, veteran status or disability.

Disclaimer:

Please take note that the International Rescue Committee (IRC) does not ask for any fees in connection with its recruitment processes.

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