

Position: Gender Adviser (*)	Employment Regime: Seconded	
Ref. number: MA 168	Location: Bamako	Availability: As soon as possible
Component/Department/Unit: Head of Mission/Deputy Head of Mission/ Chief of Staff Office	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

The Gender Adviser reports to the Head of Mission through the Chief of Staff.

2. Main Tasks and Responsibilities:

- To be aware of and contribute to the implementation of Civilian Operations Commander Instructions and Operational Guidelines related to gender mainstreaming/WPS;
- To monitor and analyse the situation with regards to gender-based violence and sexual violence in conflict in the host state;
- To maintain contacts with key international stakeholders (including EUDEL, EUTM, MINUSMA, UN Women, UNFPA) and local actors in the field of gender and security, and to seek opportunities for enhanced coordination and cooperation regarding the Mission's activities related to gender. This may involve participating in coordination mechanisms and working groups;
- To work closely together with the Mission's Human Rights Adviser to ensure coordination of the cross-cutting human rights and gender related issues;
- To ensure development of and oversight over the implementation of the Mission internal Gender Strategy, Gender Action Plan, including gender focal point system.

3. General Tasks and Responsibilities:

- To act as the Mission focal point for gender equality, mainstreaming and Women, Peace and Security (WPS) related dimensions;
- To advise on the integration of a gender perspective and mainstreaming issues within the Mission as well as in the analysis, planning and conduct of Mission's activities;
- To suggest on the mechanisms to be established and used within the Mission for monitoring, implementing and evaluating EU and additional relevant international instruments for gender equality, mainstreaming and UN Security Council Resolutions on WPS;
- To support the development of a systematic gender analysis of all aspects of the implementation of the Mission's mandate, including policy development, monitoring, execution and reporting, data collection and staffing;
- In coordination with the Mission's operational components, advise on the promotion of gender equality and gender sensitive policy among host state authorities in order to ensure that these aspects are integrated while being consistent in the Mission's Implementation Plan;
- To monitor and analyse the gender situation and gender relations in the host state;
- To advise on the development and content of strategic communications with regards to gender dimensions;
- To contribute to the development and periodic review of relevant Mission Standard Operating Procedures (SOPs) aiming at integrating gender perspective throughout the SOPs;
- To liaise with the local and international entities involved in the promotion of gender equality, mainstreaming and the WPS agenda;
- To contribute to Mission's reporting and information flow on gender related aspects;
- To contribute to the identification and reports on lessons identified/learned and best practices within the field of gender;
- To support the induction training of Mission's staff members as required;

- To work proactively ensuring that the mission leadership and key staff are up to date with the gender related situation in the mission area;
- Support the establishment of long-term positive relations with local women's organisations in line with the WPS agenda;
- To perform any other related task as requested by the Line Manager(s).

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 3 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework OR a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree;

AND

- A minimum of 5 years of relevant professional experience in gender and gender mainstreaming issues and tools, preferably in a post-conflict environment/ SSR process, after having fulfilled the education requirements;

5. Essential Knowledge, Skills and Abilities:

- Thorough knowledge of gender mainstreaming issues and tools, particularly in a post-conflict environment/SSR process;
- Analytical skills and ability to conduct gender analysis;
- Ability to work independently with minimum supervision;
- Ability to develop and maintain effective work relationships with different national and cultural backgrounds with sensitivity and respect for diversity;
- A solid understanding of the role of the civil society;
- Drafting skills and reporting skills;
- Proactive in developing strategies to accomplish objectives;
- Pedagogical/training skills;
- French language skills: minimum level B1 (Independent User);
- English language skills: minimum level B1 (Independent User).

6. Desirable Qualifications and Experience:

- Experience of conducting gender analysis;
- Experience of conducting training in the area of gender equality and gender mainstreaming, in particular to a police service or to other security or justice institutions/organisations;
- Successfully completed one of the established training courses for gender advisers.
- Experience in developing projects, and to integrate a gender perspective into projects;
- A previous relevant professional experience in Africa would be an asset.