

Position Name: Gender Adviser	Employment Regime: Seconded	
Ref. Number: NI 13	Location: Niamey	Availability: ASAP
Component/Department/Unit: Chief of Staff Department	Security Clearance Level: EU CONFIDENTIAL	Open to Invited Third States: Yes

1. Reporting Line:

The Gender Adviser reports to the Chief of Staff.

2. Main Tasks and Responsibilities:

- To act as the Mission focal point for gender equality, gender mainstreaming and Women, Peace and Security related dimensions;
- To advise on gender mainstreaming processes, promote and facilitate the integration of a gender perspective within the functioning of the Mission as well as in the analysis, reporting, planning and conduct of the Mission 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 the implementation of the UN Security Council Resolutions on Women, Peace and Security;
- To support the development of a systematic gender analysis of all aspects of the implementation of the Mission mandate, including policy development, monitoring, execution and reporting, data collection and staffing;
- In coordination with the Mission operational components, advise on the promotion of gender equality and gender sensitive policy amongst the security forces, ministry of justice and interior within the framework of activities of EUCAP Sahel while being consistent with the Mission Implementation Plan;
- To coordinate and animate the Mission Gender focal point network;
- To be up to date on the situation related to gender equality and the implementation of the Women, Peace and Security agenda 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 aiming at integrating a gender perspective;
- To liaise with the local and international entities involved in the promotion of gender equality, mainstreaming and the Women, Peace and Security agenda;
- To contribute to Mission reporting and information flow on gender equality related aspects;
- To develop training modules on gender sensitive approaches in security work;
- To support the induction training of Mission members as required;
- To contribute to keep the Mission leadership and staff up to date on the gender equality related situation and developments both within the CSDP/EU CSFP policy framework and in Niger and the Sahel region;
- To cooperate and work with the gender focal points of other missions, in particular EUMPM;
- Support the establishment of long-term positive relations with local women's organisations in line with the Women, Peace and Security agenda;
- To report on the specific needs on WPS in Niger, in particular how the situation and development of young women affects the security dimension in Niger and vice versa, working in close partnership with EUCAPs info cell.

3. General Tasks and Responsibilities:

- To identify and report on lessons learned and best practices within the respective area of responsibility;
- To contribute and ensure timely reporting on activities within the respective area of responsibility;
- To take account of gender equality and human rights aspects in the execution of tasks;
- To undertake any other related tasks 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. The qualification should be in any of the fields of Social Sciences (e.g. Political Science, International Relations, Economics, Law, etc.) or Business Administration; **AND**
- A minimum of 5 years of relevant professional experience, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Analytical and advocacy skills on gender issues;
- Experience and interest in working with security forces;
- Proven advocacy skills;
- Excellent inter-personal and negotiations skills;
- Establish and maintain relationships with relevant stakeholders to understand needs and gain support for gender issues;
- Proactive in developing strategies to accomplish objectives;
- French language skills level: minimum B1 (Independent User);
- English language skills level: minimum B1 (Independent User).

6. Desirable Qualifications and Experience: N/A

- Experience in working in African countries and contexts;

7. Desirable Knowledge, Skills and Abilities:

- French language skills level: C1 (Proficient User);
- Self-motivated person able to work within a team and independently.