

**Join Our Team**

**Advert for Nutrition, Gender & Protection Officer**

In 2021 Self Help Africa and United Purpose combined almost 60 years working in Malawi to scale our operations and reach 1.2 million Malawians, each year. As of September 2023, we are jointly known as Self Help Africa. SHA is an international non-governmental organisation working to create opportunities for lasting improvement in peoples’ lives. We work in partnership with others to support a range of livelihoods and food security, WASH and health, sustainable energy and gender equality programmes reaching over 1,200,000 people a year across Malawi. Globally, we work in 17 countries across Africa, Asia and South America. SHA currently operates in 14 districts in Malawi, supporting 24 on-going projects. This is an exciting time to join us as we seek to tackle the global challenges in progressive and innovative ways.

SHA is working with the World Food Programme (WFP) to restore and create household and community assets which will help the targeted communities to enhance livelihoods and build resilience to future shocks. The project will target 4,000 households in Mulanje. This will be achieved through achieving the following four outcomes:

* Households meet short term hunger gaps while creating assets that build resilience to shocks.
* Strengthen the ability of households to adapt and absorb shocks (integrated risk management (insurance, credit, climate services), activities)
* Build capacities of smallholder farmers’ production, aggregation, and marketing
* Enhance the promotion of gender equality and the protection of affected populations.

**Job Purpose**

The Nutrition, Gender and Protection officerwill support the implementation of nutrition, gender, and protection programme activities for the WFP funded programme. The Nutrition and Gender Officer will be responsible for all nutrition and gender activities supporting all other staff on day guidance on integration of gender, protection, and accountability to beneficiaries during implementation. The main aim of this position is to support developing community-based nutrition and protection practices, programs, and activities and mainstream gender in all programming focusing on resilience building.

**Key Duties and Responsibilities:**

**Nutrition**

* Support Nutrition, Gender and Protection programme and the communities to implement nutrition initiatives, protection, GBV and gender related projects and activities.
* Lead in the implementation, monitoring, and adaptation of nutrition sensitive interventions, and Lead on the component of ‘primary health care targeting nutrition education and hygiene and sanitation promotion’ SBCC activities to improve the knowledge, attitudes and practices of participants/beneficiaries on nutrition, WASH practices and services at household and community level.
* Contribute to WFP learning around how cash influences nutrition behaviour
* Contribute to Improved household nutrition and hygiene practices by conducting nutrition education and counseling sessions by the existing care groups in the targeted communities.
* Support gender sensitive food and income allocation using the Household Approach (HHA) targeting household food budgeting, production forecasting and disposal.
* Provide technical support through coaching and mentorship for quality implementation of nutrition services at district and community level.
* Work in collaboration with other stakeholders within and outside the organisation to integrate nutrition into quality improvement initiatives at community level.
* Draft activity monthly and quarterly reports on nutrition related activity
* Provide support to district nutrition structures to ensure quick and sustainable uptake of improved nutrition behaviours.

**Gender and Protection**

* Conduct capacity building trainings for staff, key community structures, relevant stakeholders on standard operating procedures of PSEA, GBV, and gender and protection.
* Establish and ensure that community feedback chann​​els are well communicated to all stakeholders in line with standards for accountability for affected populations and case management
* Participate in technical working groups and networks for coordination including, but not limited to the Mulanje district Gender Technical Working Group (GTWG)
* Coordinate and monitor all gender and protection activities in the field, ensuring quality implementation and achievements of results by communities.
* Undertake regular travels to field locations to conduct monitoring visits, activities and/or provide technical support to the communities.
* Ensure smooth implementation of the direct implementation components of the gender and protection programme including complaints and feedback mechanism and supporting with case management.
* In case of delays and concerns relating to implementation, raise red flags to the relevant stakeholders.
* Attend the field coordination meetings in collaboration with the other program teams.
* Any other gender and protection activities as requested by the supervisor.
* Facilitate to mainstream protection and gender into program implementation processes.
* Provide advice and support to the Project Officers and communities in the project design to ensure that all project proposals have been designed with gender sensitive approaches, and the needs of women, girls, boys and men have been clearly considered and included in the design and during the whole project cycle.
* Support the programme team on establishing a gender-sensitive accountability mechanism for beneficiaries in line with WFP and SHA approaches.
* Contribute to the gender and protection mainstreaming efforts for the other sectors (i.e. livelihoods, health and WASH).
* Support in developing training materials, modules and material for sessions, oversight on whether staff and mainstreaming gender by appropriately apply the skills acquired through trainings, include planning, evaluative monitoring and reporting.
* Support capacity building of the office staff and community members in the fields of gender and protection mainstreaming.
* Representation, Coordination and Reporting in relation to Gender and Protection activities
* Support partners NGOs in maintaining a safe and confidential record keeping system and making sure referral of cases are confidential, safe and in a timely manner;
* Support/help to prepare partner organizations monthly reports and specific reports on programme related topics.
* Review and improve the quality of organization’s existing data collection tools/databases/reporting templates on gender and protection specific activities.
* Provide support in reviewing monitoring and evaluation reports as well as conducting gender and protection related assessments.
* Ensure close coordination with the M&E team to report quality data for gender and protection related outputs.
* Provide assistance in data collection, compiling lessons learned, establishing indicators to support knowledge sharing
* Knowledge management and knowledge sharing
* update internal documents regarding gender and share those with the team and stakeholders.
* Keep track of gender and protection related issues in the district; and inform the team on changing vulnerabilities.
* Write success stories related to programme and project developments as they relate to gender equality and protection issues.
* Support the line manager in developing technical materials, SOPs, capacity building and tools.

**Desirable Qualifications & Experience**

* University degree in Nutrition, Social Science, Public Administration, Developmental Studies
* Training in PSEA
* Relevant work experience with an NGO with a focus on nutrition, gender and protection.
* Demonstrated experience in working effectively with CSOs and community-level actors, stakeholders and beneficiaries.
* Demonstrated experience working with care groups in IHF.
* Minimum of 3 years of relevant field experience GBV, women’s voice with an international organization in nutrition programming.
* Proven skills in partnership building, influencing and negotiation with a range of actors
* Experience in applying knowledge of the design, implementation and best practices for behaviour change models for gender-sensitive nutrition, nutrition, and WASH programming.
* Excellent interpersonal skills and demonstrated ability to lead and work effectively in team situations and independently.
* Strong technical grasp of nutrition and strategies to prevent chronic and acute malnutrition as well as gender transformative and safeguarding.
* Familiarity/experience with the start-up, management, and implementation such as WASH activities, including the formation and training of Care Groups.
* Collaborate with MEAL staff to ensure that collection and analysis of data is accurate, rigorous and incorporated into project implementation.
* Proven skills in partnership building, influencing and negotiation with a range of actors.
* Familiarity and understanding of donor policies and procedures is a plus.
* The candidate is required to demonstrate ability to work in a multidisciplinary team and excellent communication (written and oral) skills.
* Demonstrable understanding and skills in protection from sexual exploitation and abuse and accountability to affected populations.

**How to apply**

Qualified and interested candidates who meet the stated requirements must submit a completed Application Form, downloadable on <https://gsha.box.com/v/applicationform>. The completed application form should be uploaded together with the Cover letter, Curriculum Vitae and Copies Certificates saved in your name to <https://selfhelpafrica.org/ie/careers-apply/?jbcd=500QD000003tNQY%20-%20Advert%20for%20Nutrition,%20Gender%20&%20Protection%20Officer%20(50407>

No hard copies / physical applications will be accepted. Please note that zipped Folder will not be accessed.

Closing date for the receipt of completed application forms is **12:00 Midnight of 24th November, 2023** Only short-listed candidates will be contacted.

Self Help Africa takes the safety and well-being of all those we work with, and our staff, very seriously. We have a zero-tolerance policy on abuse. Our recruitment is safe, meaning that we recruit staff with the highest values and standards of ethical behaviour. Self Help Africa has a Safeguarding Children and Vulnerable Adults Policy, which reflects our commitment to protecting the people with whom we work. All candidates will be expected to comply with this policy and its procedures.

For more information about the organisation, please visit our website at [www.selfhelpafrica.net](http://www.selfhelpafrica.net).

SHA is an equal opportunity employer.