

Gender Equality, Disability and Social Inclusion Advisor

PURPOSE OF THE POSITION

ChildFund is committed to actively address barriers to inclusion, in turn enabling vulnerable children and young people, in all their diversity, to assert and realise their rights. As the Gender Equality, Disability and Social Inclusion (GEDSI) Advisor you will work closely with key stakeholders and partners across the organisation to support the equity of access, inclusion and participation across the project life cycle, with a focus on gender equality, social and disability inclusion, and people from indigenous and ethnic minorities. In addition, the GEDSI Advisor will support the People & Culture team in strengthening organisational practices linked to inclusion and diversity.

KEY DUTIES

- Develop, operationalise and implement a GEDSI Action Plan at organisational and Country Office level, through consultative processes that involve key internal and external stakeholders
- Make contribution to the next ChildFund Australia Strategic Plan to ensure GEDSI is appropriately reflected (to commence end 2021)
- Develop and/or adapt user-friendly tools and guidelines that support effective implementation of GEDSI and provide training on tools and guidelines to staff and partners
- Strengthen staff and partner capacity to apply a GEDSI lens when developing project proposals and budgets to ensure activities are responsive and transformative
- Strengthen the integration of GEDSI into ChildFund Australia's monitoring and evaluation framework, including GEDSI indicators and program benchmarks
- Build the advocacy skills of women's groups and disabled persons' groups as required
- Support ChildFund Australia People & Culture team to strengthen consideration of GEDSI across organisational practices and processes in Sydney and Country Offices
- *Remain alert and responsive to any child safeguarding or sexual exploitation, abuse or harassment (SEAH) risks, acquire relevant knowledge and skills to promote strong safeguarding practices, understand the child safeguarding and PSEAH policy and procedures, and conduct yourself consistent with those policies.*

QUALIFICATIONS & EXPERIENCE

- Appropriate advanced tertiary qualifications in the social science, human rights, social inclusion, gender studies or disability
- Track record in driving a GEDSI strategy/agenda across multiple sector programs and strengthening program outcomes
- At least ten years relevant employment experience, preferably in the Asia-Pacific region
- Demonstrated experience in conducting gender and social inclusion analyses
- Exceptional interpersonal skills, presentation skills, networking and relationship management, with demonstrated ability to influence change
- Strong organisational skills and ability to coordinate a varied range of activities and relationships
- Demonstrated understanding of children's rights and a child-centred approach to development.

SKILLS

Team player, supporting others in achieving their & the organisations goals

Excellent communicator who is able to share and coordinate complex concepts in a pragmatic manner

Up-to-date with the latest trends and best practices in youth development

Pro-active and independent problem solver, thinker and motivator

CHILDFUND AUSTRALIA'S VALUES

Commitment to ChildFund Australia's values –
Respect, Integrity, Collaboration, Change,
Empowerment & Excellence

Department: International Programs

Location: Sydney Australia; Phnom Penh, Cambodia; Yangon, Myanmar; Vientiane, Laos; Port Moresby, PNG; Hanoi, Vietnam; Dili, Timor-Leste.

Employment: Full-time, one-year fixed term employment agreement.

Reports to: Global Programs Director – Mekong & Grants

Other Information: Must have the right to work in Australia or in locations where ChildFund Australia works (Cambodia, Laos Myanmar, PNG, Timor Leste and Vietnam) and be willing to undertake overseas travel once restrictions are lifted.

Please apply at: <https://www.childfund.org.au/work-with-us/>





ORGANISATIONAL CONTEXT

ChildFund Australia is an independent and non-religious international development organisation that works to reduce poverty for children in developing communities. We work in partnership with children and their communities to create lasting change by supporting long-term community development, responding to humanitarian emergencies and promoting children's rights.

ChildFund Australia implements programs with a range of local partners in **Cambodia, Laos, Myanmar, Papua New Guinea, Timor-Leste, Vietnam, and other Pacific nations**, and manages projects delivered by partner organisations throughout Asia, Africa and the Americas. Our work is funded through child and community sponsorship, government grants as well as donations from individuals, trusts and foundations, and corporate organisations.

ChildFund Australia is a member of **the ChildFund Alliance** – one of the world's oldest and most experienced child-focused development agencies. With a global network of 11 organisations, the ChildFund Alliance assists more than 14 million children and families in over 60 countries.

HOW WE VALUE YOUR CONTRIBUTION

Remuneration Package

We aim to provide an overall remuneration package that is attractive and fair. Our remuneration framework ensures that we align to employment conditions and laws, and we benchmark against the local market to ensure we offer competitive employment conditions that are appropriate to our sector.

Leave

You will have access to 20 days of paid annual leave (pro-rated for part-time employees). You are also entitled to personal/carer's leave, paid parental leave, long service leave and bereavement leave.

Flexible Working Arrangement

You will have access to flexible working arrangements. We encourage a culture of flexibility and enable conversation between yourself and your manager about maintaining work-life balance.

Salary Packaging

You will be eligible to salary packaging. As a Non-Governmental Organisation, our staff are eligible for salary sacrificing. The Australian Taxation Office (ATO) allows us to reimburse you for your personal expenses without having to pay any income or fringe benefits tax that would normally be payable. These tax concessions are in additions to the income tax free threshold.

Employee Assistance Program

In case you need help with personal, family or employment related matters you and your family will have access to free external, professional and confidential counselling assistance.

Learning and Development

Our approach to learning and development will enable you to have the information, skills, and knowledge needed to do your job and to grow in your position. We build the capacity of our people and support you with on-the-job experience, coaching and formal training.

OUR VISION: A world without poverty where all children and young people can say: "I am safe. I am educated. I contribute. I have a future."

OUR MISSION: We partner to create community and systems change which enables vulnerable children and young people, in all their diversity, to assert and realise their rights.

**At ChildFund Australia
you will be
contributing to every
child being able to
play, learn, and grow.**