

## Job Description:

<b>Job Title</b>	<b>Gender Lead</b>		
<b>Strategic Business Unit</b>	TVET IV	<b>Location</b>	Islamabad
<b>Pay Band</b>	Consultancy Contract (Long Term)	<b>Contract Duration</b>	200 Working days spread over 4.5 Years - Consultancy Contract
<b>Deadline to Apply:</b> 11 <sup>th</sup> February 2024 (11:59 PM)			

## About the project

This project is a 54-month programme jointly co-financed by the European Union, the German Federal Ministry for Economic Cooperation and Development (BMZ) and implemented by GIZ and the British Council and the overall objective of this action is to contribute towards strengthened inclusive socio-economic development of Pakistan, with sufficient skilled and relevant human capital available to meet private sector needs.

The British Council is leading on € 10 million funding for component 4; to increase availability of skilled female labour force in digital skills and high-tech professions. The British Council through delivering the component 4 of the project aims to develop high quality, relevant and inclusive TVET system with improved progression pathways to higher education and employment for Women, including refugee and returnee, and women with disabilities.

The project will be implemented in Khyber Pakhtunkhwa, Baluchistan and Gilgit Baltistan with an aim to develop and roll out new digital skills and high-tech CBT&A packages in Robotics, Artificial Intelligence, IoTs, and Data Science/Analytics including green skills and life skills as cross-cutting modules in collaboration with private sector, to be endorsed by federal authorities. The project will also establish two CoEs with the focus on digital skills and high-tech to offer career-focused training programmes to build the capacity of institutions for sustainability through teacher training, internationally accredited Digital Centre of Excellence and Public Private Partnership for the employment of trained students. This will also include women/ girls, persons with disabilities, migrants, returnees, and refugee communities as part of the target group.

## About the role

Gender and Safeguarding Lead will provide leadership and guidance to the project team to integrate British Council Equality, Diversity, and Safeguarding Policy frameworks with particular focus on gender equity and gender sensitive programming.

The appointee will have responsibility:

- To contribute to increased involvement and accountability of senior management levels on Equality, Diversity, and Safeguarding Policy frameworks with particular focus on gender equity and gender sensitive programming.
- To design and deliver training on safeguarding related topics and raise awareness with staff, partners, consultants, temporary staff, security guards etc. to improve skills and consistent implementation.
- To support the adaption of organisational systems and procedures to the country context and establish and nurture partnerships with external agencies to prevent and respond to safeguarding incidents.
- Coordinate the implementation, monitoring and evaluation of overall safeguarding compliance in country through the safeguarding action plan, self-audits, risk reporting and other country safeguarding monitoring systems.
- To participate and contribute to the (regional) safeguarding network in a meaningful way by active participation in regional safeguarding platforms and opportunities.
- Timely advice and support on safeguarding concerns and allegations in accordance with the response plan.
- Lead the integration of gender perspectives into the design, implementation, and evaluation of projects, ensuring they align with the organization's commitment to gender equity and inclusivity.
- Work closely with internal stakeholders to ensure that projects are aligned with the British Council's Equality, Diversity, and Safeguarding Policy frameworks.
- Develop and implement training programs for project teams, fostering a deeper understanding of gender-sensitive approaches and policies.
- Engage with external partners and stakeholders to promote gender equity and social inclusion within project contexts.
- Stay updated with the latest research and trends in gender equality and provide evidence-based recommendations for project improvements.
- Develop and implement gender-sensitive indicators and tools to track progress and measure the impact of gender mainstreaming efforts within project.
- Prepare regular reports on gender integration efforts, progress, and areas for improvement, presenting findings to relevant stakeholders.
- Identify potential gender-related risks and develop strategies to mitigate them.

### Reporting and Line Management:

The Gender Lead will report to Team Lead.

### Required qualifications and experience.

<b>Skills and knowledge</b>	<ul style="list-style-type: none"> <li>• The applicants should have experience in the following business area(s): NGO sector, Development Agency, education sector.</li> <li>• Experience of working with children and/or adults at risk.</li> <li>• Experience in child protection or adults at risk case work including conducting investigation meetings, interviews and writing reports.</li> <li>• Experience of working with external agencies in the management of child protection and safeguarding.</li> </ul>	
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	<ul style="list-style-type: none"> <li>• Experience in delivery of training about child safeguarding and/ or adults at risk.</li> </ul>	
<b>Experience</b>	<ul style="list-style-type: none"> <li>• More than 4 years working in project or programme management.</li> <li>• Proven experience of working with donor funded projects.</li> </ul>	
<b>Qualifications</b>	Degree in child development/ humanitarian aid/ development/ child rights/ law, social work or other related field.	
<b>British Council values and behaviours</b>	<p>British council values and behaviours are applicable across our organisation, in all roles and at all levels. They are important because they say what we stand for at the British Council and help us to deliver our strategy. We use them to guide our decision making, as well as guiding how we treat one another and the people we work with. These will be assessed in the selection process. Our values are:</p> <p>Open and Committed; Expert and Inclusive; Optimistic and Bold.</p> <p>For further information please visit the below pages.</p> <ul style="list-style-type: none"> <li>• <a href="https://www.britishcouncil.org/sites/default/files/bc_behaviours.pdf">https://www.britishcouncil.org/sites/default/files/bc_behaviours.pdf</a></li> <li>• <a href="https://www.britishcouncil.org/about-us/our-values">https://www.britishcouncil.org/about-us/our-values</a></li> </ul>	
<b>Condition of employment</b>	<p>Proof of Identity requirements/right to work in country.</p> <p>Candidates are expected to have researched whether they have the right to live and work in the Pakistan in which the role is based.</p>	

### Submission guidelines:

- Email subject: Application for 'Post title'
- KINDLY SHARE YOUR CVS ALONG WITH COVER LETTERS ON THE FOLLOWING ADDRESS: [tvvet.iv@britishcouncil.org.pk](mailto:tvvet.iv@britishcouncil.org.pk)
- Applicants failing to comply with the above-mentioned guidelines will not be considered.
- Only Shortlisted candidates will be called for interviews.