



UN WOMEN: TECHNICAL ADVISER FOR GENDER STATISTICS

Location :	Kigali, Rwanda
Type of Contract :	SC
Post Level :	SB5/2
Languages Required :	English and French
Duration :	6 Months renewable
Deadline for application:	12 January 2018

I. Background

UN Women, grounded in the vision of equality enshrined in the Charter of the United Nations, works for the elimination of discrimination against women and girls; the empowerment of women; and the achievement of equality between women and men as partners and beneficiaries of development, human rights, humanitarian action and peace and security.

The UN Women Rwanda Country Office works alongside other UN agencies to support the Government of Rwanda in achieving national development priorities, the Sustainable Development Goals (SDGs) and other international development aspirations. The Government of Rwanda has demonstrated great commitment towards promoting gender equality and promoting evidence based decision making.

As part of UN Women's commitment to support the Government of Rwanda in promoting evidence based decision making, UN Women seeks to recruit a Technical Advisor for Gender Statistics whose main tasks are to strengthen the implementation of the Gender Statistics Framework (GSF) and production of gender statistics publications.

The Technical Advisor will work under direct supervision of the National Programme Specialist and in close collaboration with other UN Agencies participating in the Joint program to support the National Institute of Statistics of Rwanda (NISR), relevant staff at UN Women East and Southern Africa Regional Office (ESARO) and HQ as required for achieving complex programming related issues and exchange of information.

II. Duties and Responsibilities

Summary of Key Functions:

- Coordinate the implementation of the Gender Statistics Framework (GSF), housed at the National Institute of Statistics of Rwanda,
- Build capacity of NISR staff in Gender statistics and
- Produce gender statistics publications to inform national policy.
- Any other assignment that may arise in the connection with fulfilment of the all above responsibilities.

1) Coordinate the implementation of the Gender Statistics Framework (GSF), housed at the National Institute of Statistics of Rwanda,

- The technical advisor will facilitate the integration of gender dimension in data management (collection, analysis and dissemination) at central and decentralized levels;
- The technical advisor will provide advice on the implementation of the GSF, at central and decentralized levels;
- The technical advisor will ensure timely and effective communication between key stakeholders namely NISR, UN Women and the National Gender machinery institutions and GMO in particular;

2) Build capacity of NISR staff in Gender statistics

- The technical advisor will put in place modalities of ensuring sustainability of Gender statistical framework within NISR and the National Institutions at central and local levels;
- The technical advisor will facilitate the transfer of expertise relating to Gender statistics within the organization and partners institutions at central and decentralized levels, especially the gender related SDGs targets and indicators;
- The technical advisor will play the role of quality assurance in training, data collection, data analysis and data dissemination;
- The technical advisor will establish a system of strengthening collaboration between NISR and National Gender Machinery in the implementation of Gender Statistics; Framework with a view of availing the necessary data to inform policy making and policy appraisal processes;
- The technical advisor will facilitate trainings related to gender sensitive data collection

3) Produce gender statistics publication to inform national policy.

- The technical advisor will produce and package
- the bi-annual National Gender Statistics Report which includes the gender related SDGs indicators;
- The technical advisor will facilitate the development/production of gender statistics thematic reports from surveys and censuses ;
- The technical advisor will facilitate the data analysis of different surveys and censuses conducted by NISR
- The technical advisor will facilitate the dissemination of gender statistics publications to inform policy making

4) Any other assignment that may arise in the connection with fulfilment of the all above responsibilities.

III. Key Deliverables

The technical advisor will provide the following deliverables:

- Two gender statistics publications per year based on recent surveys and censuses conducted by NISR, and facilitate the posting of the publications on the NISR website
- Capacity building reports for NISR, GMO, Districts and central level statisticians, planners, M&E officers and gender focal points in data collection, analysis, dissemination and use of sex and gender disaggregated data
- Quarterly reports of the gender statistics program implantation to feed the annual report of UN Women
- Strengthened collaboration with Gender machinery in analysis of gender disaggregated data and inform policy;
- Evidence functional and effective coordination mechanism of GSF;

IV. Impact of Results:

- Gender statistics objectives, as formulated in the NISR strategic plans (eg: NSDS) are achieved.
- Capacity of NISR in the coordination of the GSF is enhanced (annual work plan, M&E framework and capacity development strategy available annually)
- Capacity of district and central level statisticians, planners, M&E and gender focal points to collect, analyse and disseminate gender statistics is enhanced
- Availability of up to date and reliable gender statistics in key development sectors strengthened and shared through gender statistics publications/ policy forum

V. Competencies

CORE VALUES / GUIDING PRINCIPLES:

- Integrity: Demonstrating consistency in upholding and promoting the values of UN Women in actions and decisions, in line with the UN Code of Conduct.
- Cultural Sensitivity/Valuing diversity: Demonstrating an appreciation of the multicultural nature of the organization and the diversity of its staff. Demonstrating an international outlook, appreciating differences in values and learning from cultural diversity.

CORE COMPETENCIES:

- Ethics and Values: Demonstrating / Safeguarding Ethics and Integrity.
- Organizational Awareness: Demonstrate corporate knowledge and sound judgment.
- Developing and Empowering People / Coaching and Mentoring: Self-development, initiative-taking.
- Working in Teams: Acting as a team player and facilitating team work.
- Communicating Information and Ideas: Facilitating and encouraging open communication in the team, communicating effectively.
- Self-management and Emotional intelligence: Creating synergies through self-control.
- Conflict Management / Negotiating and Resolving Disagreements.
- Knowledge Sharing / Continuous Learning: Learning and sharing knowledge and encourage the learning of others.

FUNCTIONAL COMPETENCIES:

Knowledge Management and Learning:

- Promotes a knowledge sharing and learning culture in the office;
- In-depth knowledge on development issues;
- Ability to advocate and provide policy advice;
- Actively works towards continuing personal learning and development in one or more practice areas, acts on learning plan and applies newly acquired skills.

Development and Operational Effectiveness:

- Ability to lead strategic planning, results-based management and reporting;
- Ability to lead formulation, implementation, monitoring and evaluation of development programmes and projects, mobilize resources;
- Good knowledge of the Results Management Guide and Toolkit

Management and Leadership:

- Focuses on impact and result;
- Leads the project team effectively and shows conflict resolution skills;
- Consistently approaches work with energy and a positive, constructive attitude;
- Demonstrates strong oral and written communication skills;
- Remains calm and in control even under pressures;
- Demonstrates openness to change and ability to manage complexities.

VI. Required Skills and Experience:

Education:

- Minimum Master's Degree in Applied Statistics, Demography, Economics, or other Social Sciences
- Sound academic background on gender issues and specialized experience in an international context in the field of research on gender issues, gender sensitive indicators, including gender sensitive programming, monitoring and evaluation.

Experience:

- Minimum of 7 years of progressive responsible professional experience in gender and statistics development work and gender mainstreaming;
- Solid experience in gender statistics and other cross-cutting statistics required.
- Substantive knowledge in gender mainstreaming, policy formulation and programme design;
- Proven mastery of Result Based Management M&E focusing on Gender and development;
- Strong capacity on gender statistic data management;
- Strong experience in producing research publications on Gender statistics;
- Experience in policy dialogue, advocacy, lobbying and change management;
- Strong knowledge of SPSS,
- Knowledge of STATA, DevInfo is an added value.

VII. Language Requirements:

Excellent written and spoken English and French