

## VACANCY ANNOUNCEMENT

### Project Description

Gender-Based Violence (GBV) is one of the most severe and widespread human rights violations, which deprives specifically women and girls of realizing their human rights, enjoying fundamental freedoms and their opportunity to seize their full potential. Further, the health, social and economic consequences of GBV negatively impact children, men, communities, and societies as whole. Hence, GBV is an obstacle to economic, political, and social development and poverty reduction goals. Consequently, GBV prevention is at the heart of the Sustainable Development Goals (SDGs), enshrined in SDG 5 on “Achieve gender equality and empower all women and girls” and the specific target 5.2 “Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation”. Goal 16 of the SDG’s further calls for the promotion of peaceful and inclusive societies for sustainable development.

The Southern Africa Development Community (SADC) identifies GBV as a critical area of concern and recognizes the prevention and reduction of GBV as a catalyst for attaining an environment conducive for serene peace and security. The Revised SADC Protocol on Gender and Development identifies several approaches to addressing this epidemic and it calls for Member States to:

- enact and enforce legislation prohibiting all forms of gender-based violence.
- develop strategies to prevent and eliminate all harmful social and cultural practices, such as child marriage, forced marriage, teenage pregnancies, slavery, and female genital mutilation.
- take measures including legislation, where appropriate, to discourage traditional norms, including social, economic, cultural, and political practices which legitimize and exacerbate the persistence and tolerance of gender-based violence with a view to eliminate them.
- introduce and support gender sensitization and public awareness programmes aimed at changing behavior and eradicating gender-based violence, in all sectors of society.

The SADC Regional Strategy and Framework of Action for Addressing Gender-Based Violence 2018 – 2030 has been developed to guide the SADC Member States to effectively and efficiently implement the SADC Gender Protocol. The Strategy places greater emphasis on the prevention of GBV as a priority in the Region and has a specific objective to ***promote prevention and early identification of GBV by addressing associated social, cultural and/or traditional, religious, political, and economic factors.***

Furthermore, the Government Negotiations between SADC and Germany on 11 June 2021 endorsed the **German Federal Ministry for Economic Cooperation and Development (BMZ)** support to the Prevention of Gender Based Violence in Southern African region as part of other instruments of German Development Cooperation that complement the bilateral commitments.

**The Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH - ‘Partnerships for Prevention of Gender based Violence in Southern Africa (PfP-II) programme’** has been commissioned by the German Government (BMZ) and implemented in four countries (South Africa, Lesotho, Zambia, and Zimbabwe) from December 2021 to November 2025. At regional level the programme cooperates with the SADC Secretariat Gender Unit.

The PfP project pursues the objective of supporting joint implementation of initiatives aimed at primary Gender-Based Violence prevention by regional, national, and sub-national stakeholders across sectors in Southern African communities. It focuses primarily on women and girls, especially those facing multiple discrimination, guided by an intersectional approach. Anchored in the “whole of society approach”, men and boys are also addressed by creating spaces to discuss masculinities and engaging them as allies.

The project pursues three main outputs:

1. The development of evidence-informed collaborative flagships for GBV prevention (Output 1)
2. The strengthening of stakeholders’ individual and institutional capacities for the implementation of joint GBV prevention flagships (Output 2)
3. The strengthening of regional exchange among stakeholders to promote the upscaling of good practices for GBV prevention (Output 3)
4. The improvement of quality data for GBV prevention (Output 4)

It is against this background that the PfP project is supporting the SADC Secretariat Gender Unit in the implementation of the SADC Strategy for Addressing GBV. This is in line with the core mandate of the Gender Unit to lead and coordinating the implementation of the SADC Regional Strategy and Framework of Action for Addressing Gender Based Violence 2018 – 2030. Under Output 3, the project supports SADC in convening and facilitating regional coordination and exchange formats. This support includes the strengthening of a Community of Practice (CoP) bringing together GBV-prevention practitioners from across the SADC region as well as setting up an online platform to foster stronger regional connections for exchange, learning and networking. To fulfil these mandates there is also a need for the availability of quality data and evidence on GBV prevention.

PfP's Output 4 contributes to closing existing GBV, including Sexual Reproductive Health and Rights (SRHR), evidence gaps through research initiatives. The aim is to achieve a better understanding of GBV and to generate effective prevention measures. In cooperation with other partners, the project supports relevant actors in harmonising data collection methods, establishing data governance and strengthening skills and knowledge sharing regarding data processing.

For this purpose, GIZ invites suitably qualified, experienced, innovative individuals to apply for the position:

## **1. TECHNICAL ADVISOR – DATA AND EVIDENCE**

**Job Title** : Technical Advisor – Data and Evidence

**Job Category** : Professional, Band 4(National Personnel Position)

**Location** : Gaborone, Botswana

**Project** : GIZ “Partnerships for Prevention of Gender Based Violence in Southern Africa (PfP)” programme

**Contract** : immediately until 30.11.2025.

### **A. RESPONSIBILITIES**

The Technical Advisor will work as part of the regional PfP team, based in Gaborone, Botswana, and be responsible for supporting the regional activities (30% - Output 3: *Strengthening of regional exchange among stakeholders to promote the upscaling of good practices for GBV prevention*) and activities aimed at closing data and evidence gaps with regards to GBV and SRHR (70% - Output 4: *Improving availability of quality data and evidence for GBV prevention*).

In fulfilling these responsibilities, the Technical Advisor will be required to carry out the following tasks in supporting the implementation of activities:

**Work-Package 1: Strengthening of regional exchange among stakeholders to promote the upscaling of good practices for GBV prevention (Output 3 – 30%)**

- **Cross-functional Collaboration and Liaison**, including but not limited to maintaining regular communication and collaboration with the Technical Advisor seconded to SADC and supporting the SADC Strategy for Addressing GBV (Output 3).
- **Integration of Data and Strategic Frameworks**, including but not limited to identifying and leveraging synergies between data collection efforts and the regional GBV strategy, ensuring that data insights inform policy and strategy development.
- **Project Coordination and Support**, including but not limited to supporting the Component Manager (DV) with ad-hoc tasks, project planning, contract monitoring, steering of external consultants as well as coordination meetings with partners and PfP colleagues/ counterparts.
- **General Responsibilities and Adaptability**: Undertake additional tasks and responsibilities as required to support the overall goals and objectives of Output 3.

**Work Package 2: Improvement of quality data for GBV prevention (Output 4 – 70%)**

**i. Support relevant stakeholders in developing and implementing 3 research initiatives to fill current evidence gaps on GBV, incl. SRHR**

- **Advisory and Backstopping Services**, including but not limited to providing expert guidance and technical support to stakeholders and partners in designing and conducting research initiatives.
- **Stakeholder Coordination and Collaboration**, including but not limited to facilitating communication and coordination among relevant stakeholders and partners to foster collaboration, especially with linkages to a regional Community of Practice (CoP) and the collection of good practices.
- **Data Collection and Analysis Support**, including but not limited to assisting in the development and deployment of data collection tools, as well as in the analysis and interpretation of data, to generate actionable insights and recommendations for addressing evidence gaps in GBV and SRHR, both at national level and regional.
- **General Responsibilities and Adaptability**: Undertake additional tasks and responsibilities as required to support the overall goals and objectives of Output 4(i).

**ii. Strengthening GBV data production, reporting and use in SADC member states**

- **Coordination and Partnership Management**, including but not limited to facilitating communication and coordination between partners and service providers, e.g.

through regular meetings, updates and sharing of good practices, to ensure a cohesive approach to strengthening GBV data systems.

- **Support for Capacity Building**, including but not limited to assisting in the technical planning and logistical arrangements for capacity-building workshops and training sessions, and, where possible, provide advice on data production, use and governance for regional stakeholders.
- **Monitoring and Evaluation**, including but not limited to providing ongoing support in tracking the progress of the implementation of the SADC Strategy for Addressing GBV and other data governance initiatives.
- **General Responsibilities and Adaptability**: Undertake additional tasks and responsibilities as required to support the overall goals and objectives of Output 4(ii).

## **B. REQUIREMENTS:**

### **Qualification**

- Master's Degree related to the project/ programme objectives – e.g. Statistics, Data Science, Information Technology, Information Management, Public Health, Social Sciences, International Development or other related field or other relevant qualification fitting the assignment requirements.
- Background knowledge on Gender-Based Violence (GBV), Violence against Women and Girls as well as Sexual Reproductive Health and Rights (SRHR) as an asset.
- Background in Project Management.

### **Professional experience and skills**

- Proven track record in designing and implementing data collection, analysis and/or research projects, preferably within the context of international development or humanitarian work.
- Previous experience in the Gender Based Violence (GBV) and the Prevention of Violence against Women and Girls Sector, or Sexual Reproductive Health and Rights (SRHR) is desirable.
- At least 4 years of experience working on diverse projects in an integrated way.
- Strong understanding of quantitative and qualitative research methodologies.
- Experience in providing technical assistance and training to stakeholders on data management and analysis and/or in building the capacity of local teams or partners in data governance and research methodologies.

- Familiarity with data governance, privacy, and ethical considerations in research.
- Experience in developing and implementing data governance frameworks, policies, and procedures is desirable.
- Skills in project management, including planning, budgeting, M&E, and reporting.
- Prior experience working with the public and civil society sector, especially regionally, is an added advantage.
- Knowledge of human rights issues and gender issues in the African continent is desirable.

### **Other knowledge, additional competences**

- Demonstrated ability to work and produce - sometimes under high pressure - high quality outputs with minimal supervision.
- Ability to manage multiple projects simultaneously and adapt to changing priorities.
- Very good knowledge of computer applications (e.g. Microsoft Office, MS Teams, Project Planning Tools).
- Good report writing skills.
- English proficiency is required (written and oral). Knowledge of French and/or Portuguese will be an added advantage.
- Willingness to upskill as required by the tasks to be performed – corresponding measures are agreed with management.
- Excellent communication and collaboration skills.
- Analytical and multitasking skills.
- Interpersonal, intercultural skills and ability to work in a multicultural environment.
- Valid driver's license.

Applicants who apply should enclose motivation letter, current CV, certified copies of certificates, ID/Omang, and two traceable references.

Applications should be addressed to: The Head of Human Resources  
P / Bag X12, Village  
Gaborone

E-mail address: [hr-botswana@giz.de](mailto:hr-botswana@giz.de)

OR

Hand delivered to

2<sup>nd</sup> Floor Motswere Building, Plot 54359, Prime Plaza II, New CBD,  
Gaborone

**Closing date for application is 03.09.2024.**

*GIZ Botswana is an equal opportunity employer, therefore it encourages applications from all qualified and eligible candidates regardless of their gender, religion/beliefs, origin, disability and/or any other minority group. We are committed to creating an inclusive working environment for all employees.*