



RECRUITMENT NOTICE 01 GENDER BASED VIOLENCE (GBV) SPECIALIST

Job Title:	Gender Based Violence (GBV) Specialist
Reports to:	Protection Coordinator
Duty station	Yaounde
Type of contract	CDD
Availability:	ASAP
Main objective and tasks	<p>Support the Protection Coordinator in defining the strategy and framework for the GBV response and develop tools and resources for an effective GBV Prevention and Response and build capacity of teams to effectively address GBV risks and respond to GBV survivors.</p> <p>In close collaboration with Protection Coordinator, provide technical guidance and advices to protection staffs ensuring that specific GBV components of the programme are delivered according to internal guidelines and in line with international standards and principles, in order to achieve mission's goals effectively, according to INTERSOS human resources vision and values.</p> <p><u>Tasks:</u></p> <p>Technical Leadership</p> <ul style="list-style-type: none"> ● Develop the GBV Response framework for the mission in line with Mission Protection Strategy and the Global Protection Framework ● Identify key GBV Risks and contributing factors in the communities for both men and women, where we work using Community Mapping and other participative tools ● Identify Community practices, assets, and structures that are conducive to the prevention of GBV and ensure that our programming builds on these assets ● Develop Position papers on Key GBV response areas outlining our response to the specific risk ● Design Prevention and Mitigation measures for the key Protection risks identified for the women/ girls in the community ● Develop resources and tools to engage with men and boys in addressing GBV risks and contributing factors ● Ensure that our response takes into consideration men/ boy survivors of GBV and are appropriately designed to respond to them ● Ensure GBV case management team is well trained on home visits (where allowed) to survivor homes

- Work with the CP Specialist / Protection Coordinator in designing programs for teens / youth to ensure they are sensitized to GBV
- Design Key messages for Awareness on GBV based on issues identified in the community and ensure teams are sensitized on it and able to deliver these messages in the community effectively
- Ensure Awareness materials on GBV are designed in culturally embedded practices and using traditional practices that the community uses to spread messages
- Ensure the latest developments in the field of GBV are shared with the Protection staff and contextualized for their use based on need

Coordination

- Contribute to design the protection strategy of the mission and to project proposals development for the GBV sector in close coordination with the technical team, protection focal points
- Provide technical support and assistance to the implementation of the GBV related components through the proper tools and methodologies
- In coordination with the Protection Coordinator support to contextualize and adapt internal and global guidelines, making sure these are rolled out and known by staffs to ensure adaptability and mainstreaming
- Ensure cohesion and harmonization of GBV related activities and services across the different implementation sites within the mission
- Ensure adherence to work plans and MEAL plans
- In coordination with the Protection Coordinator deliver trainings and workshops to protection staffs to build their skills on GBV related topics identified with them. Guide them through close monitoring and supervision to guarantee the quality of the activities
- Support the Protection Coordinator to deliver trainings and workshops to non-protection staffs to build their skills and knowledge of GBV related principles and enable them to mainstream gender component in their sectors
- In coordination with the Protection Coordinator assess GBV needs and gaps of target populations in current and prospective areas of operations, periodically update the protection situation analysis and inform the programme accordingly
- Support the Protection Coordinator in providing ongoing strategic protection analysis and development of periodic trend reports (including aspects of conflict analysis, gender, and risk management) and lessons from programme experience to inform about programme development, implementation and policy/advocacy work. Contribute to timely submission of relevant reports to the leading agency as per the agreed reporting schedule
- Support the Protection Coordinator to ensure that protection data are collected, stored, archived, processed, analyzed and disseminated in ethical modalities, in line with internal data protection protocols. Provide technical support to GBV cases documentation through GBVIMS forms/system and maintain and update the platforms for synchronization of data protection management and reporting
- Under the supervision of the Protection Coordinator undertake regular field monitoring visits and provide support tools to monitor quality of programme implementation
- Identify opportunities for new GBV interventions and support in assessments and developments of new GBV related project proposals
- Support the Protection Coordinator in the development of complaints mechanisms for beneficiaries and make sure complaints are addressed properly

	<ul style="list-style-type: none"> • Support the Protection Coordinator in the follow up on the implementation of the Child Protection (CP) and Protection from Sexual Exploitation and Abuse (PSEA) policies • Guarantee potential survivors of SEA are interviewed in safety and dignity respecting principles of confidentiality <p>Supervision and staffs management</p> <ul style="list-style-type: none"> • In coordination with the Protection Coordinator, organize ad hoc GBV meetings with protection staffs to share challenges and priorities in GBV related field and develop action plans <p>Networking and partnerships</p> <ul style="list-style-type: none"> • Maintain collaborative working relationships with relevant clusters and related working groups at national and/or field level and guarantee compliance to the eventual monthly cluster reporting requirements • Represent the program with national authorities, non-state actors, UN agencies, NGOs, donors • In coordination with the Protection Coordinator ensure that main GBV concerns are brought to relevant stakeholders to advocate for the respect of human rights and minimum protection standards • Network with GBV Specialists of other missions to share best practices and resources
<p>Educational and professional experience required</p>	<p>Education</p> <ul style="list-style-type: none"> • BA in relevant field (Social Science, Psychology, Social Work, Human Rights, International Humanitarian Law or other fields related to social development and humanitarian work) • Desirable Master degree (MA or LLM) in Human Rights, International Humanitarian Law or related subjects <p>Professional experience</p> <ul style="list-style-type: none"> • Minimum of four years of relevant working experience in protection-related sectors (GBV included), preferably within an INGO, and two years for higher education degree (Masters/LLM)
<p>Technical and behavioral competencies required</p>	<p>Professional Requirements</p> <ul style="list-style-type: none"> • Excellent computer literacy (word, excel and internet) • Strong theoretical, technical and practical background in GBV • Reporting skills, experience with monitoring tools and systems, data collection and analysis • Capacities in developing training program in GBV



	<p>Personal Requirements</p> <ul style="list-style-type: none">• Excellent interpersonal and communication skills and ability to work and integrate in a multicultural team• Ability to work under pressure, flexibility• Problem solver, dynamic, mature, proactive• Strong organizational skills and ability to manage efficiently multiple priorities, deadlines and tasks• Solid time-management skills, resourcefulness and attention to details• Diplomatic skills in networking with partners, authorities and donors• Commitment to INTERSOS principles
<p>Languages</p>	<p>Fluency in formal written and oral in both English and French Strong writing and communication skills</p>

Send your CV and Cover letter by following this link:

<https://forms.gle/gckBLE8EjgAvyc9M7>

Only CVs and Cover letters sent through the link mentioned will be received.

**NB: Only Shortlisted candidates will be invited for the written and technical tests.
Please apply no later than March 30, 2026, at 5 PM**

**HR-Department - INTERSOS
Yaoundé 24/03/2026**