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|-------------|------------------------|
| POST NUMBER | 14 (DH #81; DH#99)     |
| POST TITLE  | Gender advisor (GENAD) |

|         |   |                 |              |                     |
|---------|---|-----------------|--------------|---------------------|
| Unit    | EUMAM-MOZ                                       |                 | Location     | Mozambique / MAPUTO |
| Branch  | MFHQ Command Support Group<br>Specialised Staff |                 | Length       | Desirable 12 months |
| Rank    | OF-2/4 / Civilian                               | Reporting Chain | MFCDR        | 1                   |
| Service | Any   |                 | DMFCDR / COS | 2                   |

**Unit role:** To support FADM in developing and enhancing capabilities, which improve the sustainability of the trained QRFs in order to operate especially in the CABO DELGADO region in a well-developed and autonomous operational cycle in compliance with International Humanitarian Law (IHL), International Human Rights Law (IHRL), and Women, Peace, and Security (WPS).

**Branch role:** Assist the MFCDR and COS in the operational direction of the EUMAM-MOZ Staff.

**Position Role:** Provide advice to EUMAM-MOZ MFCdr and senior leadership on Gender, and analysis, the integration of Gender and Human Rights perspectives, when implementing the mission's mandate. Double-hatted Gender Advisor #81 and Double-hatted GENAD Mentor #99 serial. Advice and monitor FADM staff in planning and training issues related to gender perspective. Provide mentoring to FADM QRF trainers. Monitor trainers' activities and QRF training cycle in order to suggest implementation.

**Responsibilities:**

When acting as Gender Advisor for MFCdr:

1. Provide advice and assessment to the MFCdr, EUMAM-MOZ trainer units on Gender and Human Rights and related issues, such as Human Rights violations/abuses and Sexual and Gender-based Violence (SGBV);
2. Develop and update internal policy and/or guiding documents on Gender and Human Rights as necessary;
3. Liaise with all MFHQ branches and advisors, to ensure that the promotion of gender equality Human Rights, is integrated in every aspect and phase of the Mission, as appropriate;
4. Plan, coordinate and deliver training on Gender and Gender-related issues, especially SGBV, for EUMAM-MOZ personnel, to ensure a context specific understanding of the subjects, and support training on Human Rights;
5. Contribute to the EUMAM-MOZ's analysis of ongoing training cycles to ensure training on Gender and Human Rights is adequately delivered, and that lessons are captured and fed into decision-making for the overall Mission.

When acting as Gender Advisor in Advisory Group or Gender mentor in Training and mentoring Group:

6. Collaborate with EUMAM-MOZ advisors/mentors/trainers in order to mainstream the protection of gender equality and Human Rights across the FADM, through advising, mentoring and training activities and build institutional capacity of FADM in these areas;
7. Work on sustainability of EUMAM-MOZ's training on Gender and Human Rights through 'Train the Trainer' programmes for MOZ officers;
8. Liaise with international (e.g., UN-organizations, ICRC etc.), European and MOZ partners (e.g., NGOs, CSOs) in order to enhance EUMAM- MOZ's engagement and collaboration in the field of Gender and Human Rights.
9. Lead and support the development and delivery Gender and Human Rights training



**EUMAM MOZ  
JOB DESCRIPTION**

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modules to the FADM, in consultation with EUMAM trainers, international, European and MOZ partners, to ensure they are practical, context specific and reflect actual operational challenges, updating/adapting existing modules as appropriate;

10. Lead the development and integration of Gender-, SGBV- and Human Rights- related scenarios into military exercises;
11. Support Key Leader Engagements (KLE) conducted by the MFCdr and staff on Human Rights and the Women Peace and Security Agenda;
12. Taking up other responsibilities as directed by higher echelon.
13. BPT deploy within the MA within means and capabilities, in advisory and/or mentoring activities related to area of expertise.

**QUALIFICATIONS**

**Education**

|                   |  |         |           |
|-------------------|--|---------|-----------|
| <b>Military</b>   | Experience of working with Armed Forces and in operational missions.   |         |           |
| <b>University</b> | Master's degree in Law, Gender Studies or other social sciences with a corresponding specialization.<br>Alternately sufficient relevant professional experience and/or professional Trainings on Human Rights and Gender topics, such as the Gender Advisor course at NCGM, may take the place of a Master's Degree. |         |           |
| <b>Other</b>      | Basic knowledge of other EU languages  |         |           |
| <b>Languages</b>  | <b>English</b>   | 3 3 3 3 | Mandatory |
|                   | <b>Portuguese</b>  | 3 2 3 2 | Desirable |

**Comments:**

**Personal qualities/competencies:** working knowledge of Microsoft Office applications

**Training**

**Pre-Deployment Training:** N/A

**Experience**

|                    |  |
|--------------------|--|
| <b>Command</b>     | N/A  |
| <b>Operational</b> | N/A  |
| <b>General</b>     | Experience of working with Armed Forces and in operations<br>Experience from working with Gender and Human Rights in the geographical context and in other conflict areas. Teaching or other pedagogical experience. |

**Security clearance**

|                                 |                          |                        |                                     |                                    |                          |                               |                          |
|---------------------------------|--------------------------|------------------------|-------------------------------------|------------------------------------|--------------------------|-------------------------------|--------------------------|
| Très Secret UE<br>EU Top Secret | <input type="checkbox"/> | Secret UE<br>EU Secret | <input checked="" type="checkbox"/> | Confidentiel UE<br>EU Confidential | <input type="checkbox"/> | Restreint UE<br>EU Restricted | <input type="checkbox"/> |
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**Driving licence**

|                |                          |                |                          |         |                          |     |                          |
|----------------|--------------------------|----------------|--------------------------|---------|--------------------------|-----|--------------------------|
| Light vehicles | <input type="checkbox"/> | Heavy vehicles | <input type="checkbox"/> | Trailer | <input type="checkbox"/> | Bus | <input type="checkbox"/> |
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