



Enhancing Women's Voice to Stop Sexual Harassment (STOP) Project Director

Mekong Region (working from CARE Office in Cambodia, Laos, Myanmar or Vietnam)

CLOSE DATE: Midnight (AEST), Sunday 4 June 2017

Position Description

Enhancing Women's Voice to Stop Sexual Harassment (STOP) Project Director

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| Location: | Mekong Region (working from CARE Office in Cambodia, Laos, Myanmar or Vietnam) |
| Position reports to: | Senior Gender Advisor, CARE Australia |
| Position Type: | Full time, Fixed term – 4 years |

About CARE Australia

CARE is an international humanitarian aid organisation fighting global poverty, with a special focus on gender equality working with men, women, boys and girls to bring lasting change to their communities. As a non-religious and non-political organisation, CARE works with communities to help overcome poverty by supporting development projects and providing emergency relief. We know that supporting women and girls is one of the most effective ways to create sustainable outcomes in poor communities. We depend on support from the Australian public to carry out our work.

CARE Australia (CA) is a member of the CARE International confederation. We strive for a world of hope, tolerance and social justice, where poverty has been overcome and people live in dignity and security.

For over 30 years, CARE Australia has earned an international reputation for our ability to respond quickly to emergency situations in countries as diverse as Vanuatu, Nepal, and East Africa. We are also renowned for our innovative, sustainable and effective long-term development projects. All our projects are designed to equip the people we support with skills and resources so they can take charge of their lives and work towards a better future.

Using our Gender Equality Framework, CARE places gender equality at the centre of all our work, both in our programs and in our organisation. By working in a gender transformative way with women, men boys and girls we are committed to gender equality and women and girls empowerment, improving and transforming gender relations and structures to work towards gender equality and justice at all levels of society.

Transformative change means addressing the structural causes as well as the symptoms of gender inequality, with the aim of achieving lasting change in the power and choices women have over their own lives, rather than just a temporary increase in opportunities.

CARE Australia is directly responsible for program design, implementation, monitoring and evaluation, as well as management and contractual control of all projects. As a consequence, we have a high degree of accountability and transparency. CARE Australia is committed to protecting and promoting the rights of children in all areas we work around the world.

About the Project

Enhancing Women's Voice to Stop Sexual Harassment (STOP) is funded by CARE Australia and the Australian Government through the Australian NGO Cooperation Program (ANCP) and the Gender Action Platform. With partners in Laos, Cambodia, Vietnam and Myanmar, STOP will target sexual harassment as a key obstacle to achieving women's economic rights at national levels through improved policy settings and better workplace practices and protections in garment factories.

STOP builds on a solid foundation of current programming on women's economic empowerment and eliminating violence against women, where CARE currently has several programs focusing on migrant urban women marginalised by gender, occupation and migration across the Mekong (Laos, Cambodia, Vietnam and Myanmar).

STOP will also contribute to and operate alongside broader efforts by CARE International to promote *Dignified Work* in the Asia region. CARE defines Dignified Work as Decent work underpinned by a gender transformative approach. Dignified work means that women not only achieve a living wage and income equality, but that they have full access to work, progression and control of the economic benefits, with the necessary support and protections at work and home and without threats of violence. Dignified Work tackles the root causes of worker poverty and while it focuses primarily on women, it involves the full participation of men in changing social norms, and long-term benefits to men and boys.

About the Role

The Project Director (PD) provides leadership and management of CARE Australia's STOP project across the Mekong and ensures that CARE's vision, mission and core values are promoted. The role is accountable for the implementation of the STOP project and its activities in four countries – Cambodia, Myanmar, Vietnam and Laos - and is responsible for establishing and managing processes for oversight and implementation. The role leads and builds capacity of a team of project managers and a regional technical advisor, ensuring best practice in both people and program management. The role also provides coaching and support to project staff and partners and undertakes networking with stakeholders. The role coordinates and liaises with other CARE International programs and initiatives promoting dignified work in the Asia region. The role also undertakes representational, program development duties and development of costed work plans and budgets.

As a key part of the role, the PD is expected to travel up to 30% of the time across the region to work with Country Offices (COs) and to represent CARE at regional forums and meetings.

Key Responsibilities

- Provide overall leadership, management and technical oversight of the project to ensure it achieves the highest standards of project quality;
- Ensure the project implementation and processes are informed by and align to CARE's Gender Policy and Gender Equality Framework;
- Provide oversight on effective implementation of activities in the four countries by CARE country offices and local partners including annual work planning and budgets;
- Liaise and develop networks with government, non-government, partners, donors and the private sector to promote an understanding of CARE's regional dignified work approaches,

coordinate CARE's activities alongside relevant work of other actors, and ensure each CO is informed of key trends and best practice;

- Lead and manage STOP project staff in CARE country offices implementing national level project activities and the STOP Technical Advisor, and develop appropriate costed work plans and budgets;
- Monitor and review project implementation regularly to ensure quality, contractual compliance and quality reporting throughout the project cycle;
- Oversee project expenditure and identify and mitigate risks;
- Oversee project evaluations and ensure lessons learnt are incorporated into current and future programming;
- Establish and update the Project's reference group as required and coordinate periodic reference group meetings;
- Ensure sharing of project information and learning both within COs and with appropriate external agencies, partners and stakeholders including the project's reference group;
- Contribute to the development and maintenance of internal systems and mechanisms for documentation and sharing of lessons learned across the program;
- Ensure timely preparation and submission of project and information/reports for CA and relevant CI offices including periodic reporting for the International Program and Operations Committee in CA and the CA Program Information and Impact Reporting System (PIIRS);
- Engage collaboratively with CA and other CARE Member Partners in the management, implementation and information sharing of projects;
- Work closely with CARE International Advocacy staff to actively support relevant advocacy and dissemination of project knowledge;
- Develop and maintain excellent working relationships between key partners in the project, including with CARE country offices, CARE International Dignified Work Team and relevant stakeholders;
- Coordinate with CARE International staff and programs promoting our work in the Asia region, in order to identify synergies, support partnerships, promote cross-learning, and maximize efficiencies;
- Provide technical oversight to the project team specifically in relation to M&E, gender integration, policy/stakeholder analysis, and advocacy planning.

Selection Criteria

Please provide a short statement against the following criteria:

- University degree in a relevant discipline, and a minimum of 5 years' experience working in the field in a developing country; with at least 3 of these years in management positions, preferably in South East Asia;
- Demonstrated excellence in program development, management and budget preparation, preferably with women's empowerment, gender equality workplace programming or experience in dignified work approaches;
- Demonstrated commitment to and competency in development of gender transformative programming and project approaches, gender justice and rights based approaches;
- Demonstrated experience in capacity building of staff and local partners, and proven ability to lead, coach and motivate staff;
- Excellent written and verbal communication skills in English;
- Excellent representational, liaison and negotiation skills; including experience developing networks and relationships with government, civil society and other stakeholders, and fundraising skills;
- Demonstrated ability to respond effectively to challenges, work effectively in a small, diverse and busy team environment with minimal supervision;

- Demonstrated high level organisational and time management skills including the ability to manage workflows and balance competing priorities to ensure timely processing to meet deadlines.

CARE Australia Terms and Conditions for Overseas based staff

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| Employment Type: | Fixed Term, Full Time |
| Position Title: | Enhancing Women’s Voice to Stop Sexual Harassment (STOP) Project Director |
| Location: | Mekong Region - CARE Office location to be confirmed |
| Duration: | 4 years |
| Status: | Unaccompanied |

Annual Remuneration Package:

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|---------------------------------------|---|
| Base Salary | USD \$61,245 |
| Hardship allowance | Based on country of posting Myanmar (USD 9,214) Cambodia (USD 6,142) Vietnam (USD 3,071) Laos (USD 6,142) |
| Superannuation or cash in lieu | 9.5% of (base salary and hardship allowance) |

Hardship Allowance – allowance per annum to be determined based on country of posting.

All overseas-based CA employees in permanent and project positions are provided with a hardship allowance in recognition that they face hardships living and working in certain countries outside Australia. Please note, this entitlement is only applicable to the successful candidate if the position is not based in their deemed country of residence.

Housing - includes rent, basic furnishings and utilities

Overseas employees can access a reasonable and acceptable standard of accommodation appropriate to their location and position to an agreed level set by the individual Country Office.

Travel to and from Assignment

Travel will be provided to employees when travelling to an overseas assignment and return to the home of record upon completion of contract period.

Transportation of Personal Effects – 300kgs to country of posting and 400kgs back to home base

Transportation of personal effects will be provided by CARE Australia in accordance with the provisions in the CARE Australia HR Policy Manual according to length of deployment. This allowance helps meet the cost of transporting personal effects when overseas-based CA employees take up postings or return home from overseas postings.

Settling in allowance - \$610 USD

To assist employees with miscellaneous expenses associated with setting up a new residence a Settling in Allowance of up to USD 610 (unaccompanied) is payable, on the provision of receipts.

Home Leave

Employees working overseas who have successfully completed 1 full year of service with no interruption. Annual Home Leave includes 7 days leave and return airfare to deemed country of residence.

Superannuation – Superannuation or cash in lieu per annum to be determined by base salary and hardship allowance.

Australian residents under Australian Taxation Law are entitled to receive statutory employer contributions towards superannuation and CARE Australia is obliged to pay these contributions into an approved superannuation fund fully vested in the name of the employee. Non Australians receive cash in lieu of superannuation.

Expatriate Medical & Accident/Illness Insurance

Full details of the application of insurance cover provided is listed in the Expatriate Medical & Accident/Illness Information Booklet. This policy has the benefits, liability limits and conditions as detailed in the policy underwritten by Accident & Health International Underwriting Pty Ltd.

Cover applies only whilst you are an expatriate employee working outside of Australia or outside your deemed country of permanent residency or citizenship. Your partner and dependants will also only be covered if they are accompanying you to the country of posting. This cover may not be applicable for accompanying partners and/or dependants if they take up employment with another organisation within the country of posting. They will need to ensure that appropriate insurance coverage is provided by their respective new employers.

Cover shall commence from the time you leave your normal residence or place of business in Australia or your deemed country, whichever is the place of departure for the commencement of the overseas posting. Coverage is continuous on a full-time, 24 hours basis until you return (following the completion of the overseas posting) to your normal residence or place of business in Australia or your deemed country. Should you not go directly to your normal residence or place of business in Australia or your deemed country of residence, following the completion of your overseas posting, your cover ceases when your Employment Agreement with CARE Australia expires.

Extent of insurance coverage available may be limited by the legislation of the country of your posting.

Taxation for Australian expatriate staff

Please note that Australian tax residency is determined based on established principles within the taxation laws. It will depend on an individual's specific arrangements and circumstances. Residents and non-residents are taxed differently in Australia. You will need to take steps to ensure that your tax residency position has been correctly determined. Further information regarding tax residency can be obtained from the Australian Taxation Office (www.ato.gov.au) It is your responsibility to investigate any taxation obligations or requirements in the country in which you will be working. It is recommended that you seek independent financial advice.

Taxation for non-Australian expatriate staff

CARE Australia expatriate employees have the responsibility to investigate any requirements or obligations on their part to make payment of any income related taxation which may apply to them depending on their deemed country of residence.

How to apply and additional information

To apply:

To apply for a job with CARE Australia, please review the Candidate Information Pack and complete the online application form linked to the relevant vacancy on our careers page (<http://www.care.org.au/careers>). Please ensure you attach your response to the Selection Criteria, CV and cover letter at the bottom of our application form before clicking 'Apply Now'. Once you have submitted your application you will receive an automatic confirmation of receipt.

Applications close: Midnight (AEST), Sunday 4 June 2017.

Before submitting your application, please ensure you can answer 'yes' to the following:

1. Have you thoroughly reviewed the candidate information pack, including the terms and conditions for the role?
2. Have you completed the online application form?
3. Have you uploaded your CV?
4. Have you addressed the Selection Criteria and uploaded your response?
5. Is your application succinct and informative?

Questions about the role?

Please contact Andrew Rowell, Quality and Impact Manager on Andrew.Rowell@care.org.au or Sue Finucane, Senior Gender Advisor on Sue.Finucane@care.org.au (please do not email applications to these addresses).

Child protection

CARE Australia is committed to protecting the rights of children in all areas we work around the world. Applicants are advised that CARE Australia reserves the right to conduct police checks and other screening procedures to ensure a child-safe environment. For more details, please read our [Child Protection Policy and Code of Conduct](#).

Gender equality, diversity and inclusion

CARE Australia respects and values diversity, and does not discriminate on the basis of race, sex, gender identity, sexuality, ethnicity, age, disability, religion or politics. We are committed to embedding gender equality, diversity and inclusion throughout our organisational practices and in the programs we deliver and this commitment is reflected in all of our processes and policies, including recruitment and selection.

Our selection decisions embody transparency and fairness from the outset of a recruitment process through to the selection decision. This is demonstrated through advertising roles as broadly as possible and basing the selection of the successful applicant on merit. We endeavour to mitigate potential bias through our selection committee shortlisting processes by ensuring all selection committees are comprised of gender balance and independence.

To ensure all candidates can compete on an equal basis in the application and interview process, CARE will provide reasonable accommodation for assistance where requested. If you have any requirements that need to be considered as part of your application process, e.g. interpreter, disability, longer time allocation for interview, etc, please do not hesitate to let us know.

The recruitment process and expected timeframes

CARE Australia appreciates the time and effort taken to apply for a position with us. We are committed to ensuring all recruitment processes are fair, efficient and transparent and we are committed to equal opportunity and diversity in the workplace. Below is some information on how our recruitment processes generally work and expected timeframes:

- All vacant positions are advertised on our website;
- Unless otherwise stated, roles are advertised for a minimum of 2 weeks;
- We aim to complete the short-listing process within 2-4 weeks following the close date of applications;
- Selection committee interviews are held for a select number of candidates either face-to-face or via the telephone, ideally within a month following application close date;
- Additional background checks may be required prior to interview such as Working with Children, Criminal History, Right to Work and Working Visas;
- Referee checking of the preferred candidates happens in the week following interviews. Referees will not be contacted without prior permission; and
- An Offer of Employment will ideally be made within a week of interviews.

If you have any requirements that need to be considered as part of this application process, e.g. interpreter, disability, longer time allocation for interview, etc, please do not hesitate to let us know.

Tips on how to prepare your application

Your application is the first step towards a rewarding career with CARE Australia and our first impression of you. Therefore, it is important that you give yourself the strongest opportunity to succeed right from the beginning. Our tips on applying for jobs is a helpful guide to writing your application, including responding to the selection criteria.

To improve your chances of selection we recommended that you:

- Thoroughly research CARE Australia, including our organisational goals, values, mission and vision;
- Carefully read the Position Description and ensure you understand the role you are applying for and that it is suited to your skills, experience and qualifications;
- Carefully read the Terms and Conditions and check whether you are eligible to apply, and that the salary and entitlements match your expectations; and
- If you wish to discuss the position, the selection process and the work environment, please phone the contact officer outlined in the candidate information pack.

To ensure your application is submitted correctly, please follow the online directions, complete all the necessary fields and provide all the relevant information. The steps are as follows:

1. Prepare your CV which clearly outlines your qualifications, contact details, career history, including your responsibilities and achievements in each of your roles, and any other relevant information.
2. Respond to the Selection Criteria which assists the Selection Committee to assess your suitability for the position. We recommend approximately half a page responses to each criteria.
3. An 'Apply Now' button can be found at the bottom of each vacancy announcement. This will take you to our online application form to complete.
4. Once you have completed the online cover form you will be prompted to upload your CV, response to the Selection Criteria and cover letter to finalise your application before clicking 'Apply Now'. Once you have submitted your application you will receive an automatic confirmation of receipt.

To ensure an informed assessment of your suitability and claims for the position is conducted it is recommended that you complete all parts in the application process.

Tips on how to prepare a CV

Your CV is one of the most useful tools in demonstrating your suitability for a role. When preparing your CV it is important to remember the following:

- Keep it simple and succinct, we recommend approximately 2-4 pages;
- List your relevant work experience in chronological order, starting from your current or most recent role;
- Do not just outline each position and employer, be sure to include your responsibilities and achievements whilst in each position;

- Ensure relevant personal information is provided such as your name, contact number, address and email address as well as any period where you might be un-contactable;
- List your qualifications, the institute in which you received them and the year;
- Outline at least 2 professional referees, their current role, contact details and their relationship with you. Friends, colleagues and associates are not suitable as referees.;
- Explain any gaps in your career (travel, having a family etc);
- Outline any relevant volunteering opportunities;
- Do not use abbreviations, slang or jargon; and
- There is no need to insert pictures or graphics, or attach any certificates or referee reports.

Tips on how to respond to selection criteria

It is important to not only rely on your CV when submitting an application. When addressing the selection criteria it is important to:

- Provide a clear and succinct statement against each selection criteria. We recommend approximately half a page for each criterion;
- Ensure you clearly understand what is meant by each criterion before preparing your response;
- Briefly outline how your skills, experience, qualities and knowledge enable you to meet the criteria and perform highly in the role, include an overview of your relevant experience, responsibilities, achievements and examples to demonstrate your suitability for the position. Your resume is a good place to look first at determining your relevant skills, experience and achievements;
- Use relevant and specific examples to support your claims, and clearly outline what your role was in the example;
- When structuring your responses you may consider utilising is the STAR model – that is:
 - Situation** – provide a brief outline of the situation or setting
 - Task** – outline what you did
 - Approach or action** – outline how you did it
 - Result** – describe the outcomes
- Be honest and factual; and
- Edit, proof and re-read several times to ensure there are no errors and that you have answered all aspects of the criterion.

Why work for us?

CARE Australia is one of Australia's largest international aid and development agencies. By working for CARE Australia, you will make a direct contribution to the ongoing fight to address global poverty. As an organisation that pursues best practice in the work we do, we seek to support our staff through offering a comprehensive package of salary and benefits to complement and enhance your work with us.

Here is a brief list of some of the benefits available to CARE Australia staff. Note that outside of Australia, some benefits may vary from country to country to take into account local needs and differences.

Packaging

As part of your overall salary, all Australia-based employees have access to our flexible and generous salary packaging scheme which you can tailor to suit your own needs. Our salary scales are reviewed annually to reflect the cost of living.

Workplace diversity and flexibility

As part of our business commitment to Gender Equity and Diversity, we recognise that our staff may need flexibility to manage their life outside of the office. At CARE Australia, we have a range of creative solutions that may be negotiated where possible, on a case-by-case basis, to help you balance work with life. Examples include alternative or reduced hours or job sharing arrangements.

Performance management

Our performance management framework helps you work closely with your manager to plan, manage, review and give feedback about your performance throughout the year, leading to a salary review based on your continuous improvement. Team work is part of our culture and we provide training to our staff and managers in communication and decision making skills to ensure we remain engaged with the work we do.

Leave entitlements

CARE Australia employees have access to standard annual, personal leave and additional leave in recognition of long service. We have paid Parental leave, and for staff on overseas postings we offer rest and rehabilitation leave and annual home leave in recognition of difficult working conditions.

Professional development

Our employees are amongst the best in their fields, and if an opportunity exists to help you continue to build your professional skills and prepare for future aspirations, our Professional Development opportunities will help you do just that. Ongoing staff who have been with us for longer than 12 months have the chance to apply for our Study Support scheme – helping you with reimbursements towards gaining a formal tertiary qualification.

Employee Assistance Program

Our company-paid Employee Assistance Program provides support to our staff and their immediate family members through a free counselling service where any work or personal issues can be discussed confidentially.

Please note, this represents just a small selection of the benefits available to CARE Australia staff and does not constitute a legally binding document. Entitlements and other development opportunities are often subject to a qualifying period.

Privacy Statement

Your privacy is important to CARE Australia (CARE). Please read this privacy policy carefully as it describes how we handle your personal information.

CARE is committed to protecting and securing the privacy and confidentiality of your personal information. If at any point you want to know more about our policy, or are worried about your own details, or have ideas on how we can improve our practices, do let us know via jobs@care.org.au.

Importantly, CARE is bound by the Privacy Act 1998 (Cth) (the “**Privacy Act**”) and the privacy provisions of other applicable legislation. In particular, CARE must adhere to the *Australian Privacy Principles* (“**APPs**”) in relation to collecting, holding, using, disclosing, securing and allowing access to your personal information.

We may revise this privacy policy from time to time by publishing a revised version on our website. That revised version takes effect from the time it is published.

Collection of personal information

CARE collects and uses personal information about you in relation to your application for employment of volunteer/intern engagements with CARE.

Your information is collected from you at the time you complete your application for employment or volunteer/intern engagement through our recruitment system. From time to time we may obtain personal information from third parties such as referee reports. When we do so, we will take reasonable steps to ensure that we make you aware of the collection of your information in accordance with Australian privacy law.

‘Personal information’ simply put is any information or opinion that can identify or be used to identify you.

During our recruitment process, CARE may conduct some or all of the following pre-employment screening checks:

- Confirmation of qualification/education levels;
- Confirmation of previous employment;
- Criminal history/background checks;
- Working with vulnerable children;
- Health check; and
- Reference checks.

Why does CARE Australia collect this information?

- To determine your suitability for employment or volunteer/intern engagement.
- So we can complete all necessary steps in preparing you for your employment or volunteer/intern engagement should you be successful.
- So we can contract you about your current application or future employment or volunteer/intern opportunity.

Disclosure of personal information

The information you provide us with will be disclosed to the CARE HR Branch and selection committee members directly involved with the recruitment process.

How CARE stores your personal information

Your information will be stored by our recruitment provider in the cloud on services located in Australia. We require this third party provider, through our agreements with them, to comply with our security guidelines and privacy laws.

Access to personal information outside Australia

We are an international organisation with internal information sharing between our country offices. This means that it is possible your personal information may be shared with our offices based outside Australia if selection committee members are based overseas.