



We are Hiring

Gender Training Specialist – Kotawaringin Timur Based

About Us

Yayasan CARE Peduli (YCP)

Yayasan CARE Peduli (YCP) was established as the national entity that continues CARE's presence and mandate in Indonesia, strengthening its strategic role in both the development and the humanitarian fields nationally and within the CARE Confederation. As part of its organizational commitment and mission, Yayasan CARE Peduli strives for a world that is equal for all genders, eradicate poverty and achieve social justice.

Yayasan CARE Peduli (YCP) is looking for a Gender Training Specialist to support the implementation of a project in a palm-oil sector.

Project Background

Most women in palm oil communities are almost as equally engaged in the farm activities as men. In Indonesia, it is estimated that about 7.6 million women are engaged in the oil palm sector, which is about half of the total work force in the sector. Most of these women come from generation of the same families who have worked in the sector. However, despite providing a backbone to one of the nation's most economically important sectors, women in this sector are not land-owners and tend to work as farm laborers or in the case of small-holders, they work together with their husbands on their land. They are also mostly marginalized and often have little access to financial resources, knowledge and technology – and often experience abuse and violence in the work place.

In collaboration with a partner, YCP aims address root causes of violence in the palm oil sector through interventions that promotes understanding and recognition of risks and factors that contribute to violence occurrence and finding solutions collectively. A training curriculum had been that promotes critical reflections on gender norms, builds skills to prevent and address violence, and facilitates joint sessions between workers and management, have been developed. The program works to strengthen workplace policies and processes and improve linkages to community and local initiatives.

Job Objective/Summary

1. To raise staff (management and workers) awareness and understanding of the risks and factors that contribute to violence.
2. To stimulate finding join solutions between male and female workers and between workers and management.
3. To improve (or develop) case management systems and processes.

These program objectives will be achieved through activities or serial training for supervisors and workers in comprehensive curriculum. The original modules have been adapted to Indonesian to be delivered by the facilitators and distributed to the program participants in Indonesia.

The Recruitment Objective

To recruit Gender Training Specialist who is responsible to facilitate training for the workers and supervisors in palm oil company.

How to Apply

YCP is an equal opportunity employer, women candidates are encouraged to apply. We offer collegial working environment and competitive salary and benefits package. Applicants are invited to send a cover letter illustrating their suitability for the above position, and detailed curriculum vitae, with names and contact information (e.g. telephone and email address) of three referees from previous employer.

Please submit your applications to ycp_recruitment@careind.or.id at the latest by Agustus 18, 2023

Duties and Responsibilities

Working closely with the Team Leader/ Gender Training Expert, the Gender Training Specialist will:

- Facilitate Training for Workers and Supervisors
- Prepare workplan for the training / activities in collaboration with the team leader
- Participate in coordination meetings and other meetings as requested by the team leader or YCP
- Support team leader in end-line preparation, implementation and reporting

Duration

To be assigned for a period of 8 (Eight) months, starting in August 2023. The assignment would-be on full-time basis in accordance to the project workplan.

Duty Station

Kotawaringin Timur District, Kalimantan Tengah.

Qualifications

Education, experience and technical competencies

- At least 5 years of experience working as development professional with a wide range of stakeholders / partner
- Have deep understanding in Gender and social inclusion principles
- Proven ability in facilitating Gender training
- At least 5 years of experience working in Gender issues **especially GBV**
- Proven ability to develop and maintain effective communication and working in team
- Ability to work with minimal supervision
- Preference for candidate based in Central Kalimantan
- Good in English is a desirable competency
- Bachelor degree in relevant field (Social science, Development study, Public administration, Gender studies, etc.)

Thanks for your interest in CARE! We are committed to each other and to the protection of the people we serve. We do not tolerate sexual misconduct within or external to our organization and imbed child protection in all we do. Protection from sexual harassment, exploitation and abuse and child protection are fundamental to our relationships, including employment, and our recruitment practices are designed to ensure we only recruit people who are suitable to work with other staff and the people we serve. As well as pre-employment checks, we will use the recruitment and reference process to ensure potential new staff understand and are aligned with these expectations.