

**Volunteers Engaged in Gender Responsive Technical Solutions (VETS)**  
**VOLUNTEER PLACEMENT DESCRIPTION**

<b>Volunteer Position Title</b>	Gender Advisor
<b>Country</b>	Cambodia
<b>Partner Organization</b>	Agronomes et Vétérinaires Sans Frontière (AVSF) in Cambodia
<b>Placement Location(s)</b>	Phnom Penh with travel to other provinces in Cambodia
<b>Duration of placement</b>	6 months (flexible)
<b>Planned Start date</b>	July 2026 (flexible)
<b>Eligibility requirements</b>	Open to Canadian Citizens and Permanent Residents of Canada only.
<b>Language Requirements</b>	<input checked="" type="checkbox"/> English  Will the volunteer need the support of a local translator for some of their duties? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Not required
<b>Placement objective and volunteer role and responsibilities</b>	<p>As the Gender Advisor based in Phnom Penh, Cambodia, you will support AVSF Cambodia in building the capacity of both their staff and the staff of AVSF's local partner organizations to establish protocols, ensure effective implementation, and facilitate ongoing monitoring and evaluation of the AVSF Gender Action Plan, both within the organization and at the partner level. This will be done through close collaboration and partnerships with women-focused organizations.</p> <p>As part of your role, you will:</p> <ul style="list-style-type: none"> <li>• Share best practices, resources, and tools for establishing protocols and effectively implementing the Gender Action Plan within AVSF and its partner organizations.</li> <li>• Conduct training sessions for staff and share best practices in gender mainstreaming within the organization.</li> <li>• Support in identifying and mapping potential partners, collaborator working in gender sector.</li> <li>• Assist in implementing the monitoring and evaluation mechanisms for the gender action plan.</li> <li>• Assist in drafting progress reports on gender mainstreaming within the organization.</li> <li>• Promote gender equality by reviewing all placement activities through a gender lens. Training on gender equality will be provided.</li> <li>• Ensure an environmental and sustainability climate action lens is applied throughout the placement by integrating climate friendly solutions and activities where applicable during the placement.</li> <li>• Promote human rights by promoting inclusive activities and ensuring the rights of marginalized individuals are protected where applicable during the placement.</li> </ul>

	<ul style="list-style-type: none"> <li>• Participate in pre-assignment training</li> <li>• Submit reports as required by the partner organization and by VWB</li> </ul>
<b>Professional experience and skills</b>	<ul style="list-style-type: none"> <li>• Degree and/or relevant experience in gender/women's studies, international development, or a related field</li> <li>• Demonstrated working experience in gender norms, gender roles, gender equity and equality and gender action plan preparation and implementation</li> <li>• Experience in supporting gender mainstreaming within an organization and overseeing its implementation</li> <li>• Understanding and knowledge of key stakeholders working in the gender sector</li> <li>• Effective cross-cultural communication skills</li> <li>• Excellent written communication skills</li> <li>• Commitment to the principles of volunteer cooperation and familiarity with participatory approaches to development, including the promotion of gender equality, good governance and environmental sustainability.</li> <li>• Previous international work / volunteer experience in Cambodia or other developing country considered an asset</li> <li>• Minimum two (2) years relevant professional experience in your field of expertise</li> <li>• A commitment to gender equality, One Health principles, and international volunteering</li> <li>• Flexibility, adaptability, excellent interpersonal skills and cultural sensitivity</li> <li>• Experience with group facilitation and trainings, including content development considered an asset</li> <li>• Experience living and working internationally considered an asset</li> </ul>
<b>Working conditions</b>	<ul style="list-style-type: none"> <li>• AVSF office has stairs</li> <li>• May spend time in remote areas to meet with partners.</li> <li>• Travel by car or bus to rural areas, including driving on uneven, gravel roads.</li> <li>• When in rural areas, the volunteer may need to be comfortable eating limited food options – usually steamed rice served mainly with fish, chicken, pork, beef.</li> </ul>

#### Support Package

VWB offers you an incredible experience to take part in an international volunteer experience where you will expand your personal and professional skills while contributing to global development. VWB commits to supporting you throughout your volunteer journey and will cover the majority of the costs involved in being an overseas volunteer, including:

- Travel and accommodation for the pre-departure training course in Ottawa
- In-country orientation upon arrival in country of placement
- Return airfare to placement country
- Visa/permit costs
- The cost of required for vaccinations and anti-malarial medication
- Overseas emergency travel health insurance

- A monthly living allowance (MLA) that will be paid into the volunteer's bank account in Canada. The MLA is designed to be sufficient to cover simple housing, basic food requirements, and other typical monthly living expenses.
- Criminal record verification
- Debrief after the placement

#### **Fundraising**

VWB encourages each volunteer to raise funds towards the organization's operations.

#### **About Veterinarians Without Borders**

In the global south, more than 90 per cent of food animals are raised by subsistence farmers yet these small-scale livestock producers, the majority of whom are women, have very limited access to quality and affordable animal health services. Aside from the risks associated with the loss of valuable livestock who provide important protein and/or income for poor households, zoonotic diseases that can be passed from animals to humans offer a very real threat to human health on a wider scale.

Veterinarians without Borders/Vétérinaires sans Frontières (VWB) works for, and with, communities in need to foster the health of animals, people and the environments that sustain us. VWB works nationally and internationally to train animal health workers, increase food security, and improve animal & public health. VWB provides overseas volunteer placements for veterinarians and other animal & public health professionals.

#### **About the Project: Volunteers Engaged in Gender Responsive Technical Solutions (VETS)**

Volunteers Engaged in Gender Responsive Technical Solutions (VETS) is a seven-year (2020 to 2028) Volunteer Cooperation Program funded by Global Affairs Canada. VETS will engage 190 volunteers who will support local partner organizations in Ghana, Kenya, Lao PDR and Cambodia. Volunteers will help create integrated animal health systems to increase the livelihoods and household nutrition of small-scale farmers.

The VETS program utilizes the skills of volunteers to build local partner capacity to support community members, primarily women, to reduce poverty. Through improved production of livestock and crops, volunteers help improve family income and nutrition. The VETS program is built around the One Health concept, which recognizes that the health of people, animals, and the natural environment are interconnected. This project promotes the production of more and better food and increased incomes from livestock, all the while promoting land rehabilitation and conservation for sustainable development.