



**Volunteers Engaged in Gender Responsive Technical Solutions (VETS)
VOLUNTEER PLACEMENT DESCRIPTION 2020 - 2027**

PART A: PLACEMENT OVERVIEW			
<i>Summary, for recruitment purposes</i>			
Job Title	Gender Specialist		
Country	Cambodia		
Partner Organization	AVSF Cambodia		
Placement location	Capital city		Comments: Battambang City with travel to rural areas.
	Mid-sized town	X	
	Rural town/village		
	Various		
Duration (Months)	3 – 12 months		
Start date	As soon as possible		
Pre-departure Training Date/s	VWB/VSF will provide training orientation.		
Eligibility requirements	Canadian Citizens and Permanent Residents of Canada only		
Language Requirements	<u>Essential:</u> English <u>Desirable:</u> Khmer Please mention if the volunteer will need to work with a local translator for some of their duties: Volunteer will need to work with local language translator in some of their duties.		
Academic Qualifications	<u>Essential:</u> <ul style="list-style-type: none"> University degree in sociology/social science with specialization in gender studies. 		
Professional Background / Skills	<u>Essential:</u> <ul style="list-style-type: none"> A strong understanding of and commitment to women's rights, with demonstrated ability to utilize gender and feminist approaches in the design, monitoring, learning, and evaluation of programs Knowledge and experience in conducting gender assessments and gender action plans in developing country contexts Strong facilitation skills and familiarity with training tools and methods; proven experience delivering training on gender-responsive programming 		



	<ul style="list-style-type: none"> • Experience in applying participatory methods and tools, including the promotion of gender equality, good governance, and environmental sustainability • Effective cross-cultural communication skills <p><u>Desirable:</u></p> <ul style="list-style-type: none"> • 1-3 years of relevant experience in program management in an international development/humanitarian context. • Experience in rural and agricultural communities is considered an asset.
<p>Placement goal and objectives (preliminary)</p>	<p>Overall Goal: The primary purpose of the Gender Specialist volunteer position is to support with the development, management, and implementation of gender-responsive programming.</p> <p>The role will involve working directly with the community members and AVSF Cambodia extension staff, in liaison also with the local coordinator and Asia Program Manager.</p> <p>Objectives:</p> <ul style="list-style-type: none"> • Provide direct technical assistance and guidance on women's economic empowerment for the program and project partners. • Support the development of tools, systems, processes, and approaches that continuously improve technical excellence and impact in the area of transformative approaches to women's economic empowerment. • Lead, coordinate, support, and/or conduct gender and power analyses, effectiveness and efficacy studies, evaluations and needs assessments as required for the program. • Assist with quantitative/qualitative assessments in targeted communities to assess effectiveness of interventions and overall impact. • Support the implementing partners to understand the role of gender equality, equity, and women's economic empowerment for the program impact groups. • Provide advice on appropriate, gender-sensitive indicators in the performance measurement framework and support colleagues in the monitoring and reporting of program results. • Work closely with other technical specialists to integrate gender across all program components.



	<ul style="list-style-type: none"> • Facilitate and support a strong learning and knowledge sharing community around gender-transformative practices amongst partners. • Represent work being done in gender-transformation and women's economic empowerment under the program in relevant internal and external forums. <p>All volunteers are expected to promote gender equality, environmental sustainability and good governance within their placement responsibilities.</p>
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Volunteer Terms and Conditions

VWB/VSF covers most of the costs of being an overseas volunteer, including:

- Return airfare to placement country
- Visa/permit costs
- The cost of required vaccinations, anti-malarial medication, and 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.

Fundraising

VWB/VSF 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/VSF) works for, and with, communities in need to foster the health of animals, people and the environments that sustain us. VWB/VSF works nationally and internationally to train animal health workers, increase food security, and improve animal & public health. VWB/VSF 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), funded through the Volunteer-Cooperation Program at Global Affairs Canada, will engage 190 volunteers to work with local partner organizations in Ghana, Kenya, Senegal, Lao PDR, Cambodia, and Vietnam. 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.

Veterinarians Without Borders/Vétérinaires sans Frontière is an equal opportunity employer and values the diversity of our team. We are committed to inclusive and equitable employment practices and strive to create a workplace that supports diversity, equity, and inclusion. VWB/VSF Canada welcomes applications from all qualified candidates, including members of racialized groups, Indigenous peoples, women, persons with disabilities, and persons of any sexual orientation or gender identity. Please let us know if you require an accommodation and we will work with you to ensure an equitable hiring process. Thank you for your interest in VWB/VSF Canada.

Apply now by sending your CV and cover letter to volunteer@vetswithoutborders.ca with "Gender Specialist – Your Name" in the subject line.



PART B: DETAILED PLACEMENT DESCRIPTION			
<i>Part B is for volunteer applicants to review prior to being confirmed in the placement.</i>			
PARTNER INFORMATION			
Name of partner organization	AVSF Cambodia		
Address of partner	Country	Cambodia	
	State/Province/Region		
	City/town/village	Phnom Penh	
	Street or postal address		
Partner Website (if applicable)	Avsf.org		
Name of Placement Supervisor		Job Title of Placement Supervisor	
Phone		Email(s)	
Partner Organization's goals and objectives	AVSF reaches out to smallholder communities threatened by exclusion and poverty, offering them professional skills in agriculture, livestock farming, and animal health.		
Other organizations and/or collaborators involved	PMUAC, FCFD		
Beneficiaries: Who is expected to ultimately benefit?	Community Animal Health Workers and AVSF staff.		
Please insert here any relevant reports or publications from the partner organization that would be useful for volunteer applicants to review in advance.	Review reports from previous volunteers that are available with VWB from gender consultants.		
PRELIMINARY JOB DESCRIPTION			
Overall goal and specific objectives of the volunteer placement	Overall Goal: The primary purpose of the Gender Specialist volunteer position is to support with the development, management, and implementation of gender-responsive programming.		



	<p>The role will involve working directly with the community members and AVSF Cambodia extension staff, in liaison also with the local coordinator and Asia Program Manager.</p> <p>Objectives:</p> <ul style="list-style-type: none"> • Provide direct technical assistance and guidance on women's economic empowerment for the program and project partners. • Support the development of tools, systems, processes, and approaches that continuously improve technical excellence and impact in the area of transformative approaches to women's economic empowerment. • Lead, coordinate, support, and/or conduct gender and power analyses, effectiveness and efficacy studies, evaluations and needs assessments as required for the program. • Assist with quantitative/qualitative assessments in targeted communities to assess effectiveness of interventions and overall impact. • Support the implementing partners to understand the role of gender equality, equity, and women's economic empowerment for the program impact groups. • Provide advice on appropriate, gender-sensitive indicators in the performance measurement framework and support colleagues in the monitoring and reporting of program results. • Work closely with other technical specialists to integrate gender across all program components. • Facilitate and support a strong learning and knowledge sharing community around gender-transformative practices amongst partners. • Represent work being done in gender-transformation and women's economic empowerment under the program in relevant internal and external forums.
<p>Cross-cutting theme #1: Gender Equality</p>	<p>It is a VETS project requirement that all placements will include a focus on promoting gender equality in the organization and in the community where the volunteer is working. Please describe how the volunteer can help promote gender equality through their work:</p>

<p>Cross-cutting theme #2: Environmental Sustainability</p>	<p>It is a VETS project requirement that all placements will include a focus on promoting environmental sustainability in the organization and in the community where the volunteer is working. Please describe how the volunteer can help promote environmental sustainability through their work:</p>
<p>Cross-cutting theme #3: Good Governance</p>	<p>It is a VETS project requirement that all placements will include a focus on promoting good governance in the organization and in the community where the volunteer is working. Please describe how the volunteer can help promote good governance through their work:</p>
<p>Describe some of specific activities, including training or workshops, that the volunteers will be expected to undertake during their placement.</p>	
<p>How will the volunteers' work contribute to the overall goals of the partner?</p>	
<p>Who will be supervising the work of the volunteer? Who will the volunteer be working alongside at the partner organization (i.e. counterpart)?</p>	
<p>What orientation will the volunteer receive at the start of their placement?</p>	<p>Volunteer will receive the orientation from AVSF Cambodia such as vision, mission, and value of AVSF, policies, security manual, history of its intervention in the country, projects, realisations outstanding action in the country and long-term strategy of AVSF in Cambodia. In addition, the key Cambodian culture, religion, habits and laws will be presented during the orientation.</p> <p>VWB/VSF Canada will also provide orientation for the volunteer.</p>

What are the working hours expected to be for the volunteer?	5 days/week
What space, equipment and other resources are available to support the volunteer's work?	<p>AVSF have an office in head office in Phnom Penh and one office in Takeo province. The desk for working and chair will be ready before arrival of volunteer in the office work.</p> <p>For the travelling from Phnom Penh to province, the volunteer will travel by a private taxi in case the car of AVSF is not available. In Phnom Penh, the volunteer can choose the means of transport as per her/his preferences with their own charge.</p>
Is there a computer available for the volunteer? Internet access?	AVSF Cambodia equips with wi-fi internet connection and air conditioner for all rooms. All volunteers should have their own laptop for working.
LOGISTICAL INFORMATION	
Insert Country Briefing Information here:	
Is travel required for the volunteer to complete their work? If so, what is the mode of transportation? Has it been secured?	Transportation will be provided for by the partner
What is the environment / area like where the volunteer will be living and working? How far from an urban centre is it, what local shopping or transport is available?	
What hotel/guest house will the volunteer stay at upon arrival? Please provide the hotel details (name, address) and nightly rate.	

<p>What arrangements / options are there for the volunteer's housing? Has a guesthouse been secured?</p>	
<p>Will there be other international volunteers with you during the volunteer's placement?</p>	
<p>HEALTH AND SECURITY</p>	
<p>Are there any particular health risks in the placement area that the volunteer should be aware of and prepared for in advance?</p>	
<p>What recommended health care facilities are available at / close to the placement location?</p>	
<p>Are there any security risks in the placement area that the volunteer should be aware of in advance?</p>	
<p>Are there any special considerations for female or male volunteers to be aware of in relation to risks of sexual harassment or gender-based violence?</p>	
<p>VOLUNTEER PREPARATION</p>	

<p>Are there any particular technical areas that are important for the volunteer to research/prepare for prior to their placement?</p>	<p>Volunteer should research on gender issues for this region and how to change things gradually.</p>
<p>What personal attributes are needed by the volunteer to be culturally sensitive in the local community and work effectively in the partner organization?</p>	<p>Flexible and tolerant. Good listener and communicator Understanding to accept cultural norms Aware of own strengths and weaknesses Understand gender factors.</p>
<p>What are the typical gender dynamics in the community and organization where the volunteer will be working? Are there any special considerations to be aware of for male or female volunteers (aside from any security issues noted above)?</p>	
<p>Any other important information or preparations or issues that need to be considered in advance?</p>	
<p>REPORTING REQUIREMENTS</p>	
<p>The volunteer is expected to comply fully with VWB/VSF's planning and</p>	<ol style="list-style-type: none"> 1. Preparation of a workplan in collaboration with the placement supervisor 2. Monthly summary of activities including beneficiaries reached 3. Quarterly Report on placement results



monitoring requirements of the VETS project as listed here:	<ol style="list-style-type: none"> 4. Communication pieces to be used by VWB/VSF to highlight volunteer and partnership impact 5. Participation in the Annual Partnership Review
Are there any other reporting needs for this specific placement?	

Once a volunteer has been confirmed in this placement, they will receive the following to review:

- **Volunteer Placement Agreement**, to be signed by the volunteer, VWB/VSF and the partner in advance of departure
- The **VWB/VSF Volunteer Handbook**, which contains additional logistical information of relevance to the volunteer