

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

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| <b>Volunteer Position Title</b>                                    | Gender Advisor  |
| <b>Country</b>   | Ghana   |
| <b>Partner Organization</b>  | Apex Body of Women in Poultry Value Chain (WIPVaC-Apex Ghana)   |
| <b>Placement Location(s)</b>                                       | Greater Accra   |
| <b>Duration of placement</b>                                       | 3 months +  |
| <b>Planned Start date</b>  | January – March, 2026 (This is the ideal timeline, but can be flexible on date and duration)  |
| <b>Eligibility requirements</b>                                    | Open to Canadian Citizens and Permanent Residents of Canada only.   |
| <b>Language Requirements</b>                                       | <input type="checkbox"/> English<br><br>Will the volunteer have the support of a local translator for some of their duties?<br><input type="checkbox"/> Yes   |
| <b>Placement objective and volunteer role and responsibilities</b> | <p>As the Gender Advisor based in Ghana, you will support WIPVaC-Apex Ghana to conduct gender assessments with organization within the VETS project. Following these assessments, the findings would be utilized to develop a Gender Equality Action Plan (GEAP) aligning to VETS project objectives.</p> <p>The Gender Advisor will also provide support to the WIPVaC-Apex Ghana team to develop a Gender Strategy on operationalizing their GEAP with a focus on tools development.</p> <p>Key responsibilities include:</p> <ul style="list-style-type: none"> <li>• Prepare key gender background notes for WIPVaC-Apex Ghana include known gender features of the population and guidance on gender issues in this type of context (e.g. different physical needs &amp; capabilities to access aid, gendered roles &amp; responsibilities in the communities, security &amp; exploitation);</li> <li>• work collaboratively with WIPVaC-Apex Ghana staff and VWB/VSF local coordinator to review WIPVaC-Apex's existing processes for encouraging the equal participation of men and women among students, trainers and staff members;</li> <li>• Review human resources &amp; administration issues: balanced recruitment and deployment of staff; appropriate working conditions provided for both male &amp; female staff; staff aware of gender equality principles (Gender Policy) and Protection from Sexual Exploitation and Abuse (PSEA) policies and codes of conduct duly signed; personal needs, security &amp; risk considerations of staff;</li> </ul> |

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|   | <ul style="list-style-type: none"> <li>• Review organizations' budgets to ensure that adequate attention is paid (and resources allocated) to the promotion of gender equality across sectors;</li> <li>• Create tools to collect data for the gender assessment and to monitor progress of the gender action plan;</li> <li>• In collaboration with WIPVaC-Apex Ghana and the VWB/VSF local coordinator, support the collection and analysis of sex disaggregated data (quantitative and qualitative) as well as streamlining the needs assessment, collection and analysis so that it can be more effective in meeting beneficiary needs;</li> <li>• Analyse the organizational and community level gender context and provide other technical supports to build knowledge and skills relating to gender equality;</li> <li>• work with WIPVaC-Apex Ghana staff to prepare a Gender Equality Action Plan</li> </ul> <p><b>Applicable to all volunteer placements:</b></p> <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 in a relevant area of study (gender studies, global development, etc)</li> <li>• A minimum of five years (5) experience in program management or program development in an international development/humanitarian organization;</li> <li>• A minimum of three (3) years international development experience</li> <li>• Preference for volunteer with experience in Ghana or Africa in general</li> <li>• A strong understanding of women's rights is required, as well as demonstrated experience incorporating gender and feminist approaches into the design, monitoring, learning, and evaluation of programs;</li> <li>• Experience in applying participatory methods and tools, including the promotion of gender equality, good governance, and environmental sustainability;</li> <li>• Strong knowledge and experience in conducting gender assessment and gender Action Plan in a developing country context;</li> <li>• Knowledge of training tools and methods and proven experience delivering training on gender responsive programs. Experience in coaching and mentoring in rural and agricultural communities is considered an asset.</li> <li>• Effective cross-cultural communication skills</li> </ul> |

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|                           | <ul style="list-style-type: none"> <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> </ul> <p><b>Applicable to all volunteer placements:</b></p> <ul style="list-style-type: none"> <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>• Travel is required but organization do not own a vehicle.</li> <li>• Frequent driving on gravel road</li> <li>• Stairs in the office</li> </ul>   |

**Applicable to all volunteer placements:**

| <b>Support Package</b>  |
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| <p>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:</p> <ul style="list-style-type: none"> <li>• Travel and accommodation for the pre-departure training course in Ottawa</li> <li>• In-country orientation upon arrival in country of placement</li> <li>• Return airfare to placement country</li> <li>• Visa/permit costs</li> <li>• The cost of required for vaccinations and anti-malarial medication</li> <li>• Overseas emergency travel health insurance</li> <li>• 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.</li> <li>• Criminal record verification</li> <li>• Debrief after the placement</li> </ul> |

**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 2027) Volunteer Cooperation Program funded by Global Affairs Canada. VETS will engage 190 volunteers who will support 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.