



Forest Peoples Programme

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Gender and Safeguarding Officer – Cameroon

Forest Peoples Programme (FPP) is an international NGO that supports forest peoples to assert their rights to control and manage their territories and forests. FPP supports communities to open up space to address the various threats to their human rights, and particularly their territorial and resource rights. FPP's work, which mainstreams gender considerations, involves providing legal and technical assistance to indigenous peoples and other forest dependent communities to secure their human rights; on facilitating local community governance through mechanisms including territorial mapping, participatory land tenure assessments, documentation of traditional knowledge; and holding international financial institutions, companies and governments accountable where they violate or risk violating the human rights of forest peoples. FPP works with forest peoples in South America, Africa, and Asia, to help them secure their rights, build up their own organisations and negotiate with governments and companies to ensure that any economic and conservation activities on their lands respect their rights to self-determination. For more information see our website www.forestpeoples.org

FPP puts safeguarding at the heart of its work. By safeguarding we mean protecting people (women and girls, men and boys) from harm that may arise from coming into contact from FPP staff and associated personnel, or programmes. Harm can include physical, sexual or emotional harassment, exploitation or abuse.

FPP is looking to hire a part-time Gender and Safeguarding Officer to be based in Yaoundé, Cameroon, who will work with our national team, local partners, other local indigenous peoples' associations, as well as directly with the indigenous and local communities with whom FPP and partners are working. We are looking for a dynamic, self-starting individual with strong experience in gender and community work and, ideally, with experience of safeguarding. Additional training on safeguarding will be provided. Subject to funding, it is hoped that this position may expand to full-time and to support our work across the Congo Basin region.

Tasks will include:

- Coordinating rollout of FPP's Safeguarding Policy in Cameroon
- Supporting partner organisations and other indigenous associations in developing and rolling out their own safeguarding policies
- Providing capacity building support to FPP and partner staff and communities on gender and women's rights
- Developing, in collaboration with colleagues, appropriate methodologies for community consultations and discussions on gender and safeguarding issues
- Providing support, training and advice on gender-sensitive approaches to indigenous communities with whom FPP and partners are working, including facilitating community-level sessions
- Assisting the development of effective and appropriate community-based information, communication and learning tools
- In collaboration with the Cameroon Country Lead and with the wider Congo Basin team help to ensure that the Cameroon and Congo Basin programmes have a strong and mainstreamed gender element across their programme of work
- Contributing to FPP's internal organisational learning around gender and safeguarding with FPP staff working in other countries, including actively participating in FPP's gender and safeguarding teams

Other general responsibilities as an FPP staff member include

- Remaining in regular communication with task-/line- and welfare managers and other staff members, including responding in a timely manner to emails
- Preparing trip reports after all field trips or attendance at conferences/meetings
- Completing and submitting expenses claims in a timely manner after field trips
- Providing information necessary for financial and narrative reporting to project managers in a timely manner
- Contributing where appropriate to the development of FPP policy or advocacy positions, through participation in internal discussions around key areas of FPP interventions
- Assisting other team members with their tasks when necessary, and peer-reviewing the work of other FPP staff members
- Completing security evaluations for work trips when required, and complying with security procedures agreed for such trips
- Assisting with and leading fundraising in appropriate cases
- Supporting general capacity building of FPP partners and communities

Qualifications and experience required

Essential

- Fluency in written and spoken French and English
- At least three years' working experience related to indigenous peoples and/or local communities' rights, human rights, gender, community development, or a similar field
- A good understanding of gender and human rights issues, particularly at the community level
- Experience of working directly with communities
- Excellent communication and interpersonal skills, including in a cross-cultural context
- An ability to present and facilitate discussion of new or challenging ideas in a context where they may meet resistance
- Excellent ability to work as a member of a team
- Experience of project and budget management or a willingness to learn quickly

Desirable

- Experience working in the Congo Basin
- Experience as a trainer, including the development of accessible training materials
- An ability to speak Baka or other relevant Cameroonian languages
- A degree or higher degree in social anthropology, gender and development or other relevant discipline
- Experience of developing and implementing safeguarding policies
- Excellent computer skills and efficient use of online communications networks/databases

Terms

Part time, (50%), based in Yaoundé, Cameroon, with frequent travel to the field.

Initial contract of 12 months (with 6 months' probation period) starting as soon as available.

Salary commensurate with the position, depending on qualifications and experience.

Further details available on request.

Interested candidates should submit a covering letter and CV by email with 'their name and Gender and SG Officer' in the subject line to catherine@forestpeoples.org by 1st March 2020

Interviews for the post will be held in Yaoundé during the week beginning 9th March 2020