

<b>Job Title:</b>	<b>GBV/SEA/SH Specialist</b>
<b>Reports to:</b>	Head of Environment, Social, Health & Safety Division (ESHSD).
<b>Location:</b>	Dorjilung HPP Site at Mongar/Lhuntse
<b>Office:</b>	ESHSD, Dorjilung Hydropower Project (DHPP)
<b>Function:</b>	To lead and oversee the integration, prevention, and response to Gender-Based Violence (GBV), Sexual Exploitation and Abuse (SEA), and Sexual Harassment (SH) risks in the Dorjilung HPP, ensuring compliance with the World Bank's Environmental and Social Framework (ESF) and national legal frameworks.
<b>Employment Type:</b>	Contract
<b>Job Summary:</b>	Effectively and efficiently manage gender-related issues for the Dorjilung HPP by implementing the SEA/SH Action Plan, focusing on risk mitigation, survivor-centered approaches, and stakeholder engagement, while fostering inclusive, transparent communication with communities and stakeholders, ensuring alignment with international best practices and Bhutan's legal frameworks, and overseeing the monitoring and evaluation of gender impacts and community safety measures.
<b>Key Responsibilities:</b>	
<ol style="list-style-type: none"> <li>1. Ensure adherence to the World Bank's Environmental and Social Framework (ESF) and safeguard policies, particularly in areas concerning GBV/SEA/SH.</li> <li>2. Oversee and lead the implementation of gender and GBV aspects of the SEA/SH action plan and associated instruments– including the contribution to review/update any additional gender-related aspects in other plans (LALRP, LMP, SEP, etc.) to ensure coherence, integration of gender issues within the specific plans and alignment with the main documents.</li> <li>3. Ensure that the GVAP and SEA/SH action plan incorporates feedback from affected communities and stakeholders, and that it outlines clear reporting and support mechanisms.</li> <li>4. Map all local groups that will be target for the awareness campaigns and training (engage them in the SEA/SH Action Plan implementation).</li> <li>5. Develop SGBV Training Manual and its translation into local languages.</li> <li>6. Enforce Codes of Conduct (CoC) for contractors, workers, and project staff, with clear zero-tolerance policies for GBV/SEA/SH.</li> <li>7. Oversee the management of Grievance Redress Mechanism (GRM) to handle and record SEA/SH related complaints from affected communities, ensuring timely and effective resolution of grievances in line with project policies.</li> </ol>	

8. Support improving access to, and trust in, reporting mechanisms for sexual harassment, exploitation, and abuse in collaboration with relevant stakeholders (RENEW, The PEMA, NCWC, Royal Bhutan Police and Health workers).
9. Train GRC members on handling SEA/SH complaints sensitively and effectively.
10. Conduct capacity-building activities for the local government and key PIUs especially ones with a role in service provision.
11. Lead community awareness campaigns on SEA/SH risks, reporting mechanisms and available support services, targeting affected communities, workers, and local institutions.
12. Ensure the project's SEA/SH Action Plan is fully integrated into all project documents, including procurement, contractor agreements and social safeguard instruments.
13. Ensure gender-sensitive approaches are integrated into all aspects of the project, promoting the inclusion of women, indigenous peoples, and other marginalized groups in project benefits and decision-making.
14. Identify gender risks associated with project activities, such as gender inequalities, sexual and gender-based violence (SGBV), sexual harassment, assault, and exploitation, and develop mitigation strategies to address these risks effectively.
15. Work closely with environmental, technical, and financial teams to ensure that gender concerns are integrated into the broader project development and management process, enhancing overall project sustainability.
16. Liaise, collaborate and cooperate with GBV Service Providers, GCFPs, relevant governmental and non-government agencies to strengthen multi-sectoral coordination for GBV prevention and response.
17. Any other works that may be assigned by supervisor from time to time.

**Functional Dimensions Contextual Information:**

**Internal:**

The job requires effective working relationships at all levels of employees within organization for environment and social matters.

**External:**

Work closely with the relevant RGoB agencies, communities, contractors and NGOs to ensure that the works are executed in compliance with the relevant rules and regulations in practice.

**Key Performance Measures:**

- Achievement of yearly and periodical targets.
- Accurate and ethical assessment of GBV/SEA/SH risks, trends, and program effectiveness
- Effective implementation of mitigation measures and establishment of a robust monitoring framework.
- Adherence to social safeguarding standards and delivering clear, timely reports.
- Collaborating with communities and building capacity for relevant stakeholders.
- Any other measures as determined by Management.

**Qualifications, Key Skills and Competencies:****Qualification:**

Minimum of Bachelor's degree/Master's degree in Gender studies, community development, social science or other relevant fields from a reputed university with at least 5 years of relevant experiences in social and gender development, preferably in development projects.

**Key Skills and Competencies:**

- The person should have a strong knowledge on World Bank Environmental and Social Framework (ESF) and relevant national regulations concerning gender; GBV/SEA/SH; social inclusion (youth, persons with disabilities among others).
- Knowledge of safe referral pathways (medical, legal and psychosocial support).
- The person should have expertise in GBV risk mitigation strategies and significant experience in gender equality training, capacity building, and mentoring relevant stakeholders.
- Excellent analytical, writing, and communication skills.
- Demonstrated skills in drafting reports and keeping records of GRM complaints.
- He/she should have strong facilitation, communication, and conflict-resolution skills. Experience in engaging with multiple stakeholders.
- Proficiency in local language(s) and familiarity with the local ecological context is an asset.