



POST DESCRIPTION

Title: Regional Policy Advisor

Duty station: Ecuador, Guatemala or Honduras (national position in one of these countries, residency and working visa in one of the countries is required)

Responsible to: LAC Director, The Regional Program “Equal value, equal rights” Coordinator

Coordinates with: CARE USA Global Advocacy Team, LAC RMU; Country Directors and Partners.

Job Summary:

CARE has launched in 2015 the CARE 2020 program strategy that has a strong focus on multiplying impact and advocacy work. In Latin America the organization launched a new strategy that focuses on four impact groups: women working in unfair working conditions such as domestic workers, women working in the maquilas and agro industries; women rural smallholders that do not benefit from economic growth of their communities and countries; indigenous and afro descendent populations that suffer from racism and discrimination and are marginalized in their societies and; people vulnerable to natural disasters. The new LAC strategy considers national and regional advocacy a key component of our work to multiply impact and promote structural sustainable change. Considering the latter, the regional team is looking for an Advocacy Advisor that will design and implement the regional advocacy strategy, build country offices’ advocacy capacities and coordinate with partners and social movements to advance structural change in the region with a goal of impacting the lives of the four groups of focus from LAC’s strategy.

We expect the Advocacy Advisor to dedicate most of her/his time to support the regional team with the analysis of public policies related to the regional priority groups and the critical nodes that are preventing their implementation. The AA will facilitate the conditions to strengthen and develop advocacy capacities within the main social and political actors who are partnering with CARE; will provide inputs for the definition and implementation of the regional advocacy strategy (which will be built together with social and partner organizations), will continue supporting the work in coordination with local movements and organizations, and will also provide input to other areas of these advocacy strategies as relevant (i.e. monitoring and evaluation, project design, etc.)

The Advocacy Advisor will also concentrate part of his/her efforts in the regional dignified work program called “Equal value, equal rights”. This program is the result of the lessons learned from six years of supporting domestic workers’ organizations in Ecuador, Peru, Bolivia and Guatemala. Through strategies aimed at organizational strengthening, advocacy, broad and creative communication and resource mobilization, this program wants to contribute to the empowerment and autonomy of women doing paid domestic work, so they are the ones who exercise and demand the fulfillment of their human and labor rights, promoting a social protection system that guarantees a dignified and free of violence life for 10 million women domestic workers in Latin America. To achieve this goal, the program has already developed during 2017 and 2018 an Advocacy Strategy that identifies the different state and civil society actors who are involved in the promotion and defense of human and labor rights of domestic workers. As a result of this strategy, a Regional Advocacy Platform of Domestic Work has been created to articulate

efforts, resources and interests, generate evidence for decision makers at the regional level and in each country, and make the necessary changes to ensure compliance with these rights

RESPONSABILITIES AND TASKS:

1. To conceptualize advocacy strategies to help advance the regional program strategy at national and regional levels in deep coordination with country offices; and advise the Regional Dignified Work program "Equal value, equal rights" in key moments during the implementation of its Advocacy Strategy.
2. To elaborate mapping of actors, interests and relationships around the application of laws, regulations and policies related to the rights of the priority groups, in each country and at regional level and to design the main strategies for changing public policies based on the mapping.
3. To identify key relations and advise the regional and national CARE teams about the ways in which to advance and strengthen them (i.e. with national / sub regional / regional social and political networks, civil society actors, inter - agency forums, intergovernmental spaces, academia, social movements and organizations); to promote regional and national advocacy platforms and alliances.
4. To analyse trends and dynamics with regard to the advancement of rights of the priority groups, in order to respond to changes in the external environment
5. To identify evidence and potential opportunities for resource mobilization to implement the advocacy strategies and for working with partners; to design proposals and concept notes in collaboration with the country offices, regional office and social organizations
6. To provide capacity building on advocacy both for the CARE country office teams and partner organizations.
7. To identify the need for the development of research/knowledge building that are key for the advocacy strategies in close coordination with the LAC team.

SELECTION CRITERIA

Technical Competencies:

- Masters (or Bachelor degree with relevant experience) in social sciences, policy or similar (sociology, law, anthropology)
- Experience of at least 5 years in context analysis, policy analysis, design and implementation of advocacy strategies and production of evidence for decision making.
- Demonstrated experience working in networks, inter-institutional and inter-governmental alliances or creating these type of networks, that engage with different types of action (government, international organizations, national organizations and movements).
- Demonstrated ability to advocate and provide policy advice at senior levels and in developing, implementing and monitoring advocacy strategies

- Proved experience with CARE central approaches: gender, intercultural, inclusive governance and resilience.
- Proved experience working with social movements of workers, women and human rights in general.
- Basic computer programs (Office package at least)

Core Competences:

- Teamwork, capacity of working in coordination with others and assuming leadership with autonomy and critical analysis.
- Integrity: acts with honesty, commitment and in alignment with the values and principles of CARE
- Resilience: adaptation and flexibility, ability to work under stressful conditions, of risk and in relationship with people living under high vulnerability (poverty, exclusion, discrimination or n, violence) and to have a resilient response.
- Awareness and sensitivity towards yourself and others: shows sensitivity and openness to diversity of gender, culture, socio-economic situation and relates with respect, open mind and creatively.
- Work style: plans, organizes and carries out its work with initiative and contributing to teamwork; contributes to consistency and individual and collective commitment.