**EFSVL ADVISOR**

**Annual Salary and Benefits** - Competitive
**Internal Job Grade** - C1
**Contract type** - Fixed Term, subject to extension

**Reporting to** - Deputy Country Director, Programmes
**Staff reporting to this post** - Cash Coordinator and matrix management of EFSVL coordinators in the field offices.
**Locations** - Damascus, Syria with travel to field sites and sub offices

**Annual Budget** - 

**Shaping a stronger Oxfam for people living in poverty.**

**Team Purpose**
To ensure implementation of food security activities and contribute to livelihoods recovery of the population affected by the crisis in Syria with the aim of building resilience among communities.

**Job Purpose - Key Responsibilities and Accountabilities**
To provide strategic and technical support to the EFSVL teams and Area Managers in the design, implementation and monitoring of Oxfam’s EFSVL strategy in Syria. This will involve contextual analysis, EFSVL sector assessments, planning, internal and external coordination/representation, supporting the implementation/follow-up of Oxfam’s EFSVL strategy in Syria and integrating EFSVL into multi-sectoral programming with WASH, gender and protection. The role will influence strategic decision-making within the EFSVL strategy in line with the Oxfam’s overall strategy for Syria. The country team has recently finalized the Country Strategy for the next three year focusing on building resilient communities through live-saving and early recovery interventions. Hence, the post holder will therefore lead the implementation of the strategy from the EFSVL perspective.

**Key Responsibilities and Accountabilities**

**Strategic technical advice and support for programme design and implementation**
- With the input from WASH, gender and protection colleagues, provide technical and advisory support to the EFSVL team and, as needed, to national partners to enhance a solid and systematic contextual understanding of programmatic areas, people’s needs and capacity as well as power dynamics. This will require inputting in the triangulation and analysis of information from a variety of sources;
- In close coordination with other programme teams and based on assessment and contextual analysis support the development of context appropriate detailed operational plans and budgets for the delivery of humanitarian assistance;
- Provide technical inputs in project and proposal development, and provide support, where required, to write donor and programme reports;
- Work closely with other programme teams, especially the MEAL team, to enhance social accountability and ensure ongoing monitoring of Oxfam’s programme activities, in both accessible and inaccessible areas;
- Provide strategic and technical advice to develop creative solutions to the delivery and monitoring of EFSVL services, in both accessible and inaccessible areas;
- Explore and promote technological options (like e-vouchers, Last Mile Mobile Solutions, bank transfers...) for scale up and for increasing effectiveness and efficiency of EFSVL programming;
- Design or identify tools and approaches for use in food security, livelihoods and market monitoring, participate/lead in market assessments and in any other assessment as needed;
- Ensure policy team is informed of potential EFSVL issues which require internal and/or external advocacy support, and that the EFSVL work is well represented in all communication material and media.

Capacity building:

- Work closely with Area Managers to identify capacity building needs for EFSVL team members and develop context appropriate initiatives for individuals and teams using a variety of approaches. Support technical capacity building assessment, planning and initiatives of relevant external stakeholders (LNGOs, relevant Ministries, etc.)
- Support on identifying EFSVL-related capacity building opportunities for Oxfam staff and local partner organisations; support the development and implementation of capacity building plans and design and deliver training as appropriate. This includes identifying staff secondments and team/partner participation in global/regional learning events as well as on-the-job capacity building.
- Take the initiative in documenting lessons learned, best practices and case studies to shape in-country strategies and programme approaches and contribute to broader sector learning.

Contribute to programme quality standards

- Supporting the team to ensure that the programme is inclusive of marginalised and vulnerable individuals and communities that it promotes the full and equal participation of women and that accountability to affected communities is central to the ways of working;
- Provide technical advice and support for the implementation of EFSVL activities in Syria – including ensuring coherence, standardized approaches, programme quality, and integration with other sectors. This also includes providing support on ensuring Oxfam and sector minimal standards are met;
- In close coordination with other technical sectors, provide leadership and technical support to the EFSVL team to enhance a consolidated, solid and systematic contextual understanding of programmatic areas, people’s needs and capacity as well as power dynamics. This will require inputting in the triangulation and analysis of information from a variety of sources.
- Ensure effective, quality and timely programme execution and operationalise processes by providing guidance and leadership to matrix-managed technical EFSVL team in hubs on agreed timeline that they are fully able to do be self-sufficient or have obtained longer-lasting capacity improvements without the post holders’ direct supervision.
- Linking the Syria team with the wider Oxfam confederation through making use of the resources available, using the learning from other countries, understanding and incorporating the broader Oxfam policies and procedures into the Syria programme;
- Support the EFSVL team in risk analysis and mitigation activities prior to programme implementation, and provide strategic steer on amending activities and approaches where necessary;
• Support the EFSVL team in safeguarding, safe programming and gender risk analysis and mitigation activities prior to programme implementation; provide strategic steer on amending activities and approaches where necessary.

• Support programme, project and partners’ teams in developing and applying appropriate monitoring, verification, evaluation and learning (MEAL) tools in relation to Oxfam’s EFSVL work in Syria;

• In close coordination with other programme teams (WASH, protection, gender) and based on assessment and contextual analysis contribute to developing multi-sector context appropriate detailed strategy, operational plans and budgets for the delivery of humanitarian programme that model and promote integration and effective community engagement with full participation of women and excluded vulnerable persons.

• In close coordination with other sector leads and technical teams ensure that Oxfam’s humanitarian programme is sensitive to the context while addressing the need of the most vulnerable and remains impartial;

• Provide technical support and advice in the development and implementation of national programme evaluations, learning events and specific programme related research activities;

• be familiar with and abide by Oxfam’s Code of Conduct and other regulatory codes such as the Red Cross Code of Conduct, Partners in Aid Code, Oxfam International Protocols and the Inter- Agency Field Co-operation Protocol.

Coordination and representation

• Represent and strategically position Oxfam within external UN/(I)NGO and Government fora; develop alliances with organisations and other relevant stakeholders working in EFSVL with a view to enhancing coordination;

• Provide strategic and technical input in sector specific external coordination mechanisms (FSC, CWG) and contribute to effective relationships with relevant stakeholders (MoSA, MoLA, MoAAR, INOGs and Syrian NGOs).

Technical Skills, Experience & Knowledge

Essential

• Higher Education in a relevant field (Agriculture, Rural Development, Economics or Development Studies);

• Minimum of 5 years’ experience in the humanitarian sector delivering EFSVL and cash programming in conflict settings;

• Experience working in an advisory/coordinator and supportive capacity, providing effective support to a multidisciplinary and multicultural team;

• Experience working with local partners in remote or hard to reach settings;

• Knowledge of a wide range of methods and approaches that can be used for rights-based food security, livelihood, and market-based programming; including in-kind food aid, CTP in emergencies, early recovery activities in rural settings;

• Thorough understanding of cash transfer modalities and mechanisms, analysing feasibility and risk of CTP;

• Strong analytical and planning skills, including critical thinking beyond the programmatic but within the regional context; understanding of risks, power analysis and stakeholder mapping;

• Experience in food security, livelihood and market analysis and use of results to inform strategy and activities design; with the capacity to remotely lead assessments;

• Experience developing log frames, and robust M&E systems for EFSVL & cash programmes with clear indicators of success and putting in place accountability mechanisms;
• Strong coordination skills including the experience in representation with Government and other external actors, in a sensitive political environment. Diplomacy, tact and negotiating skills are essential;
• Ability to work under pressure, ability to prioritize and commitment to meet deadlines;
• Excellent verbal and written communication skills, including high-level interpersonal and representational capabilities; fluency in written and spoken English is essential;
• Strong commitment to the aims and objectives of Oxfam, including strong commitment to gender equality and social justice;
• An understanding of gender and diversity considerations within key areas of responsibility and commitment to addressing inequalities in the programme.

Desirable

• Understanding of relevant issues, particularly in the Syria and Middle East context;
• Written and spoken Arabic is an advantage;
• Ability and willingness to work in insecure environments and remote field locations;
• Experience of having worked in conflict settings with remote access / limited access is an advantage.
• Experience of working with local/civil society organizations and/or community based organizations.

Key Behavioural Competencies
(based on Oxfam’s Leadership Model)

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<th>Competencies</th>
<th>Description</th>
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<td>Influencing</td>
<td>We have the ability to engage with diverse stakeholders in a way that leads to increased impact for the organisation We spot opportunities to influence effectively and where there are no opportunities we have the ability to create them in a respectful and impactful manner.</td>
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<td>Humility</td>
<td>We put ‘we’ before ‘me’ and place an emphasis on the power of the collective, nurture the team and play to the strengths of each individual. We are not concerned with hierarchical power, and we engage with, trust and value the knowledge and expertise of others across all levels of the organization.</td>
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<td>Mutual Accountability</td>
<td>We can explain our decisions and how we have taken them based on our organizational values. We are ready to be held to account for what we do and how we behave, as we are also holding others to account in a consistent manner.</td>
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<td>Agility, Complexity, and Ambiguity</td>
<td>We scan the environment, anticipate changes, are comfortable with lack of clarity and deal with a large number of elements interacting in diverse and unpredictable ways.</td>
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<td>Systems Thinking</td>
<td>We view problems as parts of an overall system and in their relation to the whole system, rather than reacting to a specific part, outcome or event in isolation. We focus on cyclical rather than linear cause and effect. By consistently practicing systems thinking we are aware of and manage well unintended consequences of organisational decisions and actions.</td>
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<td>Strategic Thinking and Judgment</td>
<td>We use judgment, weighing risk against the imperative to act. We make decisions consistent with organizational strategies and values.</td>
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<td>Self-Awareness</td>
<td>We are able to develop a high degree of self-awareness around our own strengths and weaknesses and our impact on others. Our self-awareness enables us to moderate and self-regulate our behaviors to control and channel our impulses for good purposes.</td>
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