



## Volunteers Engaged in Gender Responsive Technical Solutions (VETS) VOLUNTEER PLACEMENT DESCRIPTION 2020 - 2027

<b>PART A: PLACEMENT OVERVIEW</b>			
<i>Summary, for recruitment purposes</i>			
<b>Job Title</b>	<del>Communication Specialist</del> Gender Advisor		
<b>Country</b>	Ghana		
<b>Partner Organization</b>	SEND GHANA		
<b>Placement location</b>	Capital city	X	Comments: Volunteer would be preferable based in Northern Region or anywhere closer to Tamale and visit communities as and when necessary.
	Mid-sized town	X	
	Rural town/village	X	
	Various		
<b>Duration (Months)</b>	Between 6 months		
<b>Start date</b>	April 2021		
<b>Pre-departure Training Date/s</b>	<Filled in by VWB/VSF staff based on partner start date request>		
<b>Eligibility requirements</b>	Open to Ghanaians Citizens and other national's residence in Ghana.		
<b>Language Requirements</b>	<u>Essential:</u> English language  <u>Desirable:</u>  Please mention if the volunteer will need to work with a local translator for some of their duties: The volunteer will be supported with translation services during community level activities		
<b>Academic Qualifications</b>	<u>Essential:</u>  Masters degree in the social sciences or related discipline  <u>Desirable:</u>  Degree in Communication Practical experience in gender equity promotion and mainstreaming approaches		
<b>Professional Background / Skills</b>	<u>Essential:</u> <ul style="list-style-type: none"> <li>• Experience in gender equality promotion and women empowerment using innovative gender mainstreaming approaches .</li> </ul>		



	<ul style="list-style-type: none"> <li>• Demonstrable knowledge and understanding of gender issues/gaps in Northern Ghana</li> <li>• Good writing skills</li> <li>• Experience in conducting gender assessments and audits</li> <li>• Good facilitation skills</li> </ul> <p><u>Desirable:</u></p> <ul style="list-style-type: none"> <li>• Good understanding and knowledge of socio cultural norms in Northern Ghana and ability to speak at least one widely spoken language in Ghana</li> </ul>
<p><b>Placement goal and objectives (preliminary)</b></p>	<p>Overall Goal:</p> <p>To assist in planning and implementation of gender responsive interventions in line VETS project results</p> <p>Objectives:</p> <ul style="list-style-type: none"> <li>○ Assist to train and support the Gender Model Families (GMFs) across project districts/communities</li> <li>○ Assist to develop and implement leadership training for rural commercial women association leaders</li> <li>○ Assist to facilitate gender equality dialogue sessions related to women's economic empowerment and leadership roles</li> </ul> <p>All volunteers are expected to promote gender equality, environmental sustainability and good governance within their placement responsibilities.</p>
<p><b>Volunteer Terms and Conditions</b></p>	
<p>VWB/VSF covers most of the costs of 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>• Return airfare to placement country</li> <li>• Visa/permit costs</li> <li>• The cost of required vaccinations, anti-malarial medication, and 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> </ul>	
<p><b>Fundraising</b></p>	
<p>VWB/VSF encourages each volunteer to raise funds towards the organization's operations.</p>	
<p><b>About Veterinarians Without Borders</b></p>	
<p>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</p>	



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/VSF) works for, and with, communities in need to foster the health of animals, people and the environments that sustain us. VWB/VSF works nationally and internationally to train animal health workers, increase food security, and improve animal & public health. VWB/VSF provides overseas volunteer placements for veterinarians and other animal & public health professionals.

### **About the Project: Volunteers Engaged in Gender Responsive Technical Solutions (VETS)**

Livestock production is an important livelihood activity in many rural households in developing countries. It often contributes to multiple economic objectives and is an important source of nutritious food, income and climate resilience (Ilukor, 2017). However, animal diseases continue to be a threat to livestock production in most developing countries. An outbreak of disease can mean the difference between sufficient food and food insecurity; having a secure income and losing key household assets; and even between eating healthy or contaminated food (FAO, 2011). Epidemic diseases, such as peste des petits ruminants (PPR) and contagious caprine pleuropneumonia (CCPP), have led to the deaths of many animals, while other diseases, including foot-and-mouth disease (FMD) and brucellosis, affect animal growth and milk production (McDermott, Grace & Zinsstag, 2013). In developing countries, more than 90% of food animals are raised by small and subsistence farmers (FAO, 2014). These small-scale livestock producers the majority of whom are women, have very limited access to animal health services and remain extremely vulnerable as they lack the necessary support to prevent, or cure diseases in their livestock, leading to a loss of their livelihoods and keeping them in the cycle of poverty.

Agriculture is an important engine of growth and poverty reduction. The sector is underperforming in part because women, who are often a crucial resource in agriculture and the rural economy, face constraints that reduce their productivity (FAO, 2018). Although women comprise about 43 percent of the agricultural labor force globally and in developing countries, 1 in 3 have no control over major household purchases such as livestock, limiting their influence over decision making and financial planning (ILO, 2016).

For fifteen years, Veterinarians Without Borders has been sending Canadian Veterinarians and Vet students to poor communities around the world to help increase the knowledge and skills of small-scale farmers to keep their cows, chickens, goats, pigs, guinea fowl and other livestock healthy, well-fed and housed securely. Volunteers Engaged in gender Responsive Technical Solutions (VETS), a project funded through the Volunteer-Cooperation Program at Global Affairs Canada, will allow VWB/VSF to substantially increase the number of Canadian volunteers it is able to send overseas. Over the next seven years (2020-2027), 190 Canadian volunteers will work with local organizations and community partners in Ghana, Kenya, Senegal, Lao PDR, Cambodia, and Vietnam to help create integrated animal health systems that will increase the livelihoods and household nutrition of small-scale farmers.

### **PART B: DETAILED PLACEMENT DESCRIPTION**

*Part B is for volunteer applicants to review prior to being confirmed in the placement.*

### **PARTNER INFORMATION**



<b>Name of partner organization</b>	SEND GHANA		
<b>Address of partner</b>	Country	Ghana	
	State/Province/Region	Northern Region	
	City/town/village	Tamale	
	Street or postal address	RC House Number 8, Rice City Gumani, P.O. Box TL 341	
<b>Partner Website (if applicable)</b>	<a href="http://www.sendwestafrica.org">www.sendwestafrica.org</a>		
<b>Name of Placement Supervisor</b>	Mumuni Mohammed	<b>Job Title of Placement Supervisor</b>	Regional Programme Manager
<b>Phone</b>	+233244091148	<b>Email(s)</b>	mumuni@sendwestafrica.org
			mumunimohammed@gmail.com
<b>Partner Organization's goals and objectives</b>	<p>The goal is to promote good governance and equality of men and women in Ghana.</p> <p>The specific objectives include:</p> <ul style="list-style-type: none"> <li>• To promote Social Accountability at all levels of governance in national, sector and district assembly budgets to maximize poverty reduction</li> <li>• To Improve the livelihood security situation of resource poor communities</li> <li>• To maximize the impact of social protection policy and programmes on the poor</li> <li>• To improve Farming Technologies for Small-scale Food Crop Farmers</li> <li>• To advance ICT for governance and poverty reduction</li> <li>• To build community resilience to mitigate climate change</li> <li>• To maximize the impact of SADA on Poverty Reduction in Northern Ghana</li> <li>• To establish a unit for providing technical services to other organizations in the use of PM&amp;E</li> </ul>		
<b>Other organizations and/or collaborators involved</b>	<ul style="list-style-type: none"> <li>• Veterinary college</li> <li>• Department of Agric</li> <li>• Civil Society Organizations</li> <li>• Ministries Departments and agencies</li> <li>• Media Houses</li> <li>•</li> </ul>		
<b>Beneficiaries: Who is expected to ultimately benefit?</b>	<ul style="list-style-type: none"> <li>• Smallholder farmers</li> <li>• Veterinary college</li> <li>• Department of Agric</li> <li>• Civil Society Organizations</li> <li>• Ministries Departments and agencies</li> <li>• Development partners</li> <li>• Media houses</li> </ul>		
<b>Please insert here any relevant reports or</b>			

<p><b>publications from the partner organization that would be useful for volunteer applicants to review in advance.</b></p>	
<p><b>PRELIMINARY JOB DESCRIPTION</b></p>	
<p><b>Overall goal and specific objectives of the volunteer placement</b></p>	<p>Placement Overall Goal: Assist to promote gender equality and women’s economic empowerment</p> <p>Objectives:</p> <ul style="list-style-type: none"> <li>○ Assist to train and support the Gender Model Families (GMFs) across project districts/communities</li> <li>○ Assist to d develop and implement leadership training for rural commercial women association leaders</li> <li>○ Assist to facilitate gender equality dialogue sessions related to women’s economic empowerment and leadership roles</li> </ul>
<p><b>Cross-cutting theme #1: Gender Equality</b></p>	<p>It is a VETS project requirement that all placements will include a focus on promoting gender equality in the organization and in the community where the volunteer is working. Please describe how the volunteer can help promote gender equality through their work: Support in the implementation of SENDs Gender policy and Gender Equality Action guide by ensuring that all activity planning, implementation, monitoring and reporting is gender sensitive</p>
<p><b>Cross-cutting theme #2: Environmental Sustainability</b></p>	<p>It is a VETS project requirement that all placements will include a focus on promoting environmental sustainability in the organization and in the community where the volunteer is working. Please describe how the volunteer can help promote environmental sustainability through their work: Support in the promotion of One Health approach and practices as well as enhancing the resiliency levels of communities</p>
<p><b>Cross-cutting theme #3: Good Governance</b></p>	<p>It is a VETS project requirement that all placements will include a focus on promoting good governance in the organization and in the community where the volunteer is working. Please describe how the volunteer can help promote good governance through their work: Ensuring that activity implementation is subjected to SENDs principles of transparency, accountability and equity</p>

<p><b>Describe some of specific activities, including training or workshops, that the volunteers will be expected to undertake during their placement.</b></p>	<ul style="list-style-type: none"> <li>○ Assist to train and support the Gender Model Families (GMFs) across project districts/communities</li> <li>○ Assist to develop and implement leadership training for rural commercial women association leaders</li> <li>○ Assist to facilitate gender equality dialogue sessions related to women's economic empowerment and leadership roles</li> </ul>
<p><b>How will the volunteers' work contribute to the overall goals of the partner?</b></p>	<p>The volunteer's work would contribute towards improving the organizational communication capacity to effectively capture, document and communicate programme achievements with all stakeholders.</p>
<p><b>Who will be supervising the work of the volunteer? Who will the volunteer be working alongside at the partner organization (i.e. counterpart)?</b></p>	<p>Within the organisation, the Deputy Country Director would supervise the volunteer's work. The volunteer will work directly alongside Program, Project and Field Officers.... project districts</p>
<p><b>What orientation will the volunteer receive at the start of their placement?</b></p>	<p>At the start of the placement the volunteer will undergo an orientation when he/she arrives in Tamale/Accra. The orientation will involve the work of the partner organisation, targets and location. The volunteer will also be oriented on the culture of Ghana and the project districts. The period will also be used to discuss and develop a comprehensive work plan for the volunteer during his stay in the organisation.</p>
<p><b>What are the working hours expected to be for the volunteer?</b></p>	<p>Working hours are from Monday to Friday 8:00 am – 5:00pm local time. This includes an hour of lunch break</p>
<p><b>What space, equipment and other resources are available to support the volunteer's work?</b></p>	<p>When travelling the volunteer will be provided with a vehicle to and from the destination with a driver to support operations. An office space and a desk will be allocated to the volunteer on arrival.</p>
<p><b>Is there a computer available for the volunteer? Internet access?</b></p>	<p>The volunteer will have access to internet within the office environment</p>
<p><b>LOGISTICAL INFORMATION</b></p>	
<p><b>Insert Country Briefing Information here:</b></p>	



<p><b>What type of visa will the volunteer be working under? Will there be a need to leave the country during the placement to renew the visa?</b></p>	<p>Entry visa. The volunteer will not have to travel outside to get visa renewed but will have to get a renewal at the immigration office at the regional office every 3 months of stay. The organization will provide a letter of support requesting for a renewal of visa.</p>
<p><b>Is travel required for the volunteer to complete their work? If so, what is the mode of transportation? Has it been secured?</b></p>	<p>The volunteer will be supported with a vehicle for movements connected to his/ her assignment.</p>
<p><b>What is the environment / area like where the volunteer will be living and working? How far from an urban centre is it, what local shopping or transport is available?</b></p>	<p>The volunteer will live in Tamale, the Northern Regional Capital and work in project beneficiary districts..... He/she will travel to beneficiary communities during field work.</p>
<p><b>What hotel/guest house will the volunteer stay at upon arrival? Please provide the hotel details (name, address) and nightly rate.</b></p>	<p>There are a number of guesthouse options available to the volunteer upon arrival. Details would be provided when completing the volunteer arrival form.</p>
<p><b>What arrangements / options are there for the volunteer's housing? Has a guesthouse been secured?</b></p>	<p>The volunteer will have to rent an apartment/guesthouse in Tamale. The organisation can support locate one. However important to note that these types of accommodation may not come furnished. The volunteer may have to purchase basic furniture and household items which he/she can sell off after his/her assignment. On the other hand, where the volunteer, finds an already furnished apartment, the cost will be higher. The other option is to rent a space within a guest house which has basic facilities. This will however be at a higher cost but convenient and comfortable.</p>
<p><b>Will there be other international volunteers with you during the volunteer's placement?</b></p>	
<p><b>HEALTH AND SECURITY</b></p>	
<p><b>Are there any particular health risks in the placement area that the volunteer should be</b></p>	<p>There are incidences of malaria infections. Malaria is listed among the top ten diseases in the area. Volunteer can purchase treated mosquito nets and other repellents as mitigation measures upon arrival in the area. Volunteers could also protect themselves against Mosquito by taking anti malaria tablets</p>

<b>aware of and prepared for in advance?</b>	
<b>What recommended health care facilities are available at / close to the placement location?</b>	There are a number of hospitals and health centres in the placement location, including a teaching hospital for referral cases and some private health facilities.
<b>Are there any security risks in the placement area that the volunteer should be aware of in advance?</b>	The project location is prone to a few chieftaincy and ethnic conflicts that erupt occasionally. However, the project has adequate response mechanisms for identifying the incidence to ensure that it does not affect operations
<b>Are there any special considerations for female or male volunteers to be aware of in relation to risks of sexual harassment or gender-based violence?</b>	There are no special considerations that volunteers need to be aware when it comes to Gender based violence in these communities. However, the fact that these communities are not exposed to people of different colour, they often get excited when they encounter people of white skin. They will follow and call out to them, which can sometimes be embarrassing. It is also common to hear some men in the communities refer to a woman visitor as their wife. This is not to be taken with a negative connotation. However, we will advise that caution be taken with such people. There are, however, cultural and religious sensitivities to be aware of while living in the communities with regards to sexual gender relations. These would be discussed during the orientation
<b>VOLUNTEER PREPARATION</b>	
<b>Are there any particular technical areas that are important for the volunteer to research/prepare for prior to their placement?</b>	<ul style="list-style-type: none"> <li>○ Assist to train and support the Gender Model Families (GMFs) across project districts/communities</li> <li>○ Assist to develop and implement leadership training for rural commercial women association leaders</li> <li>○ Assist to facilitate gender equality dialogue sessions related to women's economic empowerment and leadership roles</li> </ul>
<b>What personal attributes are needed by the volunteer to be culturally sensitive in the local community and work effectively in the partner organization?</b>	<ol style="list-style-type: none"> <li>1. Respect and polite</li> <li>2. Honest</li> <li>3. Attentive and observant</li> <li>4. Open minded</li> <li>5. Trust worthy</li> <li>6. Confident</li> <li>7. Proactive</li> <li>8. Resilient</li> <li>9. Adaptability</li> </ol>
<b>What are the typical gender dynamics in</b>	<b>Community</b>





<p><b>the community and organization where the volunteer will be working? Are there any special considerations to be aware of for male or female volunteers (aside from any security issues noted above)?</b></p>	<ul style="list-style-type: none"> <li>• Women are not very comfortable expressing their opinions during discussions with men counterparts</li> <li>• Women often are comfortable sitting together in a gathering</li> <li>• Gender division of labor is still imbalanced against women</li> <li>• Male dominance in decision making</li> </ul> <p><b>Organization</b></p> <ul style="list-style-type: none"> <li>• Very gender sensitive and aware</li> <li>• Encourages active women participation</li> </ul>
<p><b>Any other important information or preparations or issues that need to be considered in advance?</b></p>	
<p><b>REPORTING REQUIREMENTS</b></p>	
<p><b>The volunteer is expected to comply fully with VWB/VSF's planning and monitoring requirements of the VETS project as listed here:</b></p>	<ol style="list-style-type: none"> <li>1. Preparation of a workplan in collaboration with the placement supervisor</li> <li>2. Monthly summary of activities, including beneficiaries reached</li> <li>3. Quarterly Report on placement results</li> <li>4. Communication pieces to be used by VWB/VSF to highlight volunteer and partnership impact</li> <li>5. Participation in the Annual Partnership Review</li> </ol>
<p><b>Are there any other reporting needs for this specific placement?</b></p>	

Once a volunteer has been confirmed in this placement, they will receive the following to review:

- **Volunteer Placement Agreement**, to be signed by the volunteer, VWB/VSF and the partner in advance of departure
- The **VWB/VSF Volunteer Handbook**, which contains additional logistical information of relevance to the volunteer