

## Terms of reference for gender officer

### Introduction

Lesotho National Federation of Organisations of the Disabled (LNFOD) seeks to fill up the position of gender officer within LNFOD.

### About LNFOD

Founded in 1989, and legally registered in October 1991, Lesotho National Federation of Organisations of the Disabled (LNFOD) is a non-governmental umbrella body of organisations of persons with disabilities registered in Lesotho dedicated to capacitating organisations of persons with disabilities and empower persons with disabilities socially, economically, and politically through advocacy and capacity building.

Its membership consists of six organisations of persons with disabilities (ODPS), Albino Aid Multi purpose association of Lesotho (AMA), Deafblind Association of Lesotho (DBAL), Intellectual Disability and Autism Lesotho (IDAL) formerly known as Lesotho society of mentally handicapped persons (LSMHP), Lesotho National Association of the Physically Disabled (LNAPD), Lesotho National League of the Visually Impaired Persons (LNLVIP), and National Association of the Deaf Lesotho (NADL).

LNFOD is implementing gender transformation and disability inclusion program in the four districts of Lesotho, Berea, Buthabuthe, Leribe and Mokhotlong.

This programme aims at contributing towards gender transformation and disability inclusion in Lesotho.

Outcome 1: Improved gender and disability mainstreaming in government legislations and programmes through self-advocacy of organisations of persons with disabilities (OPDS) and women with disabilities.

SDG 10.2 and 10.4.

Outcome 2: Increased accessibility of available SRH services including improved GBV prevention and response for women with disabilities in project areas.

SDG 5.2 and 5.6 a

Outcome 3: Increased access, retainment, and graduation of girls and boys with disabilities from primary and secondary schools in project areas by addressing intersectional discriminations.

SDG 4.a, 10.2 and 10.3

Outcome 4: Improved livelihoods of women with disabilities through formal and informal income-generating activities in the project area.

SDG 5.a and 10.

Vision: a Basotho society that is accessible and inclusive of all people that live in it, and that enables and empowers people with disabilities to enjoy social, economic, cultural, political, and human rights on an equal basis with others, and to reach their full potential in all aspects of development.

## Mission

Mission: advocate for, promote, defend human rights of persons with disabilities and their families through provision of training, emotional support and by representing their interests to government, private sector, development partners and the wider community.

LNFOD seeks to fill up a position of a gender officer to ensure gender aspects in disability programming of this project.

Duration 50 months.

Type of contract fixed term

Title gender officer

Reporting: Projects' coordinator

Purpose: the purpose is to provide gender expertise within disability programmes.

Job description

The gender officer will plan and implement gender transformative and disability inclusive programs and identify key gender issues and priorities within LNFOD, and national and district organisations of persons with disabilities (OPDS).

Work with partners and stakeholders to implement, monitor and report on relevant gender transformative and disability inclusive progress made in accordance with the program guidelines and the strategic plan (2025-2029).

#### Technical duties

Design and deliver realistic and pragmatic gender strategies and programming interventions that will lead to positive gender outcomes in the disability sector.

Provide technical leadership to the strategic partnership program on gender and disability inclusion to ensure integration of gender in program interventions focused on disability inclusive sexual reproductive health services, inclusive education, rights of persons with disabilities and economic empowerment for persons with disabilities.

Integrate gender considerations in results-based management monitoring, and reporting methods.

Track and report against gender indicators, disaggregate gender, and analyse results within each domain.

Conduct gender analysis, assessment, reviews, and audits to assess ways to continually to target involvement of women with disabilities in inclusive development and disability specific economic interventions.

Review and provide technical feedback on results and project reports to donors in order to ensure compliance with LNFOD gender policy and progress towards achieving gender integration in disability sensitive programs.

Advise and support disability sensitive programs and disabled peoples organisations (DPOS) to integrate gender into organizational practices and policies.

Develop tools, frameworks, and resources to enable better gender mainstreaming in the DPOS structures and LNFOD.

Identify successful practices in the project that can be highlighted, published, communication materials and conferences.

Prepare communication materials that highlight the framework program gender equality programming, successes and lessons learned.

Undertake any other gender and disability related task as may be directed by the management of LNFOD.

## Qualifications and work experience

Candidates with social science and law background are desired.

Applicants must have three years' experience of working in the Lesotho NGO sector and experience working with government, organisations of persons with disabilities are an asset.

Proven track record of working in the areas of gender equality, prevention of gender-based violence, empowerment of women and disability rights is an asset.

### **Competence and skills**

Excellent research skills are a requirement.

Interpersonal communication skills

Project management and policy analysis for inclusion of persons with disabilities in social projects

Knowledge and good understanding of disability as a social rather than a medical issue

Computer skills including Microsoft office packages.

### **How to apply**

Interested candidates must apply for this position by submitting Cover Letter, CVs alongside academic qualifications to the following email address:

N.B (submit your highest qualification only for this position).

Email address: [recruitmentinfod1@gmail.com](mailto:recruitmentinfod1@gmail.com) on or not later than 15 November 2024 at 12:00 midnight.

Attention: Executive Director

Lesotho National Federation of Organisations of the Disabled

P.O Box 9988 Maseru 100, Ha Tšosane Naleli-Sekamaneng road.

Women with disabilities are strongly encouraged to apply.