



Career Opportunity: Economic Justice Lead

The post is to be based in **Yangon** and opened for both **International & Myanmar National applicants** and advertised **globally**.

Oxfam is a leading International NGO with a worldwide reputation for excellence and over 70 years of experience. It's not unfortunate that people live in poverty. With enough wealth in this world to go around it's unjustifiable. It's not just their problem. It's ours too. Our humanitarian, development and campaigning projects change lives around the world, and with the right support, we can beat poverty and injustice. Thousands of people already commit their time and talents to our campaigning, humanitarian and long-term development projects. Now we're looking for yours.

BACKGROUND

Oxfam works with our partners on three strategic and inter-linked goals in Myanmar: Economic Justice; Governance & Social Accountability; Humanitarian Response and Resilience. The overall goal of the Economic Justice programme is to *strengthen the rights to land, forests and water resources, ensure investment is more accountable and responsible and build the resilience of vulnerable women and men, so that economic development is more sustainable and equitable*. The current programme portfolio is rights-based with a strong influencing component, and structured around issues of 1) natural resource rights (land & forest (Kachin, Shan) and water (Salween river); 2) responsible investment (Special Economic Zone in Rakhine State, investments in Kayin, Kayah, Magway, Shan). In addition, relatively new areas of work are being developed on 3) power in markets (Kachin, Shan); 4) Economic resilience with a focus on livelihoods of IDPs (Kachin, Rakhine). We work with and through our local partners. Community level work is structured around rights, participation and governance – with a focus on women's leadership and engagement – and linked to national and international level research and advocacy work.

The role:	To lead on the design, management and review of Oxfam in Myanmar's Economic Justice (EJ) programme. Develop and maintain high quality relationships, networks and partnerships and engage in substantial representational and policy work relevant to EJ and the country programme as a whole.
Level:	International / National, C1
Employment term:	Fixed – Term (1 year)
Report to:	OI Country Director
Staff reporting to this post:	The EJ Lead directly supervises a team based in Yangon, with matrix management of the private sector advisor in the Advocacy and Communications team. The EJ team consists of 8 staff members, of which 4 are directly line managed by the EJ lead.
What we offer:	Respectful and empowered working environment, Life insurance, Medical+ dental + optical benefits, Competitive salary and Career advancement opportunities, Generous leave entitlement

KEY RESPONSIBILITIES:

Programme Leadership

- Lead the development of Oxfam's Economic Justice programme, including design and development of new programmes and project proposals, in close coordination with other programme and influencing leads.
- Work closely with advocacy and communications team to support the development and implementation of advocacy and communications strategies and capacities with our partners for wider influencing on Economic Justice issues
- Actively engage and contribute effectively to the development and profile of networks, allies and partners.
- Represent Oxfam externally on issues of relevance to the Economic Justice programme
- Actively communicate and work with donors – both current and potential future donors.
- Work closely with Oxfam Partner Affiliates in their offers of support for Myanmar EJ programme.
- Ensure that all projects and programmes within the Economic Justice programme are designed and implemented in ways that directly address gender equality with women in leadership positions.
- Develop linkages with regional and global programmes, other Oxfam country programmes of relevance.

Programme Quality

- Develop and maintain strong relationships with our partners and ensure that all partnerships are in line with Oxfam partnership principles.
- With support from Programme Quality team, ensure that all programme staff within the EJ team have the necessary skills, knowledge and time to engage in project level monitoring, evaluation, accountability and learning (MEAL).
- With support from the PQ team, lead on programme level MEAL and facilitate linking and learning across the EJ portfolio; as well as the wider country programme. This includes leading annual programme (quality) reviews, and preparing input to country level (annual) reports.
- Work with Programme Managers/Coordinators to support the development of programme plans, project proposals and project monitoring and evaluation reviews and core programme management support.
- Ensure that EJ programmes and projects are informed by gender and conflict analysis and as a minimum do no harm.
- Ensure all donor reports are submitted on time and to a high standard (both narrative and financial reports).
- Keep all projects up-to-date on OPAL (our project management system)
- Facilitate reflection and learning events with staff and partners. Capture learning and ensure that learning is informing continual programme development.
- Keep up-to-date with regular context and conflict analysis; policy/government related developments; programme updates from the field – and bring this information and analysis to the management team to inform future thinking and programming.

Management

- Directly line manage a team based in Yangon; timely performance management and reviews; coaching and mentoring where necessary; regular team meetings.
- Provide matrix management support to the private sector advisor and potentially policy officers in the Advocacy and Communications team.
- Identify learning and development needs of staff and partners and source appropriate and relevant support and learning opportunities for them in collaboration with the HR team.
- Direct responsibility for financial management of all funding allocated to the Economic Justice programme – both unrestricted (Oxfam funded) as well as restricted (donor funded) - annual budgeting; project budgets; expenditure forecasts; variance analysis and reports.
- Ensure compliance with all Oxfam policies and procedures at all times and minimize risk in all financial and contractual obligations.
- Ensure attendance management are in line with Oxfam HR policies
- Active member of the Myanmar Leadership Team

SKILLS AND COMPETENCE:

- Relevant university degree
- Proven experience in the design and management of Economic Justice work – particularly natural resource management, Responsible investment, as well as markets and livelihoods.
- Excellent team leadership and management skills and the ability to motivate and facilitate the work of teams/colleagues.

- Proven experience in programme management of multi-donor portfolios – ideally with demonstrated ability to lead programmes that address underlying barriers to gender equality.
- Experience in monitoring and evaluation of programs
- Expertise in engaging with communities and power holders (government and private sector), preferably in conflict settings
- Excellent representational and communication skills, with a proven ability to coordinate with and influence others. This includes diplomacy and good interpersonal skills.
- Strong analytical planning and organizational skills – with ability to work independently with initiative and a capacity to remain calm under pressure and not lose sight of strategic priorities.
- Experience of working with and developing the capacity of staff and partners.
- Sensitivity to cultural differences and the ability to work in a wide variety of cultural contexts. Ability with good knowledge of spoken and written English.
- Experience in Myanmar is a pre.
- Willingness to travel and spend time in the field.

Closing date: 2nd March 2018, 5:00 PM

How to apply: Please state applied position in email subject line and send CV and cover letter to Human Resources Department through myanmarhr@oxfam.org.uk

(OR)

Oxfam office, No. 34, Corner of Aung Taw Mu Street and Golden Hill Avenue Street, Golden Valley Ward 2, Bahan Township, Yangon, Myanmar.

Phone: +95 (0)1 539986, 539987, 539958, 539189 and 504918

Detail and complete job profile is available upon request.

We regret that only short-listed applicants will be contacted.

Oxfam is committed to equal opportunities and diversity. We welcome and encourage applications from women, minority and underrepresented groups.

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