



CARE ZIMBABWE

**Vacancy Advert: Gender, Women, Girls and Youth Empowerment (GWGYE) Specialist
Technical Specialist Role | Harare, Zimbabwe (with frequent field travel)**

CARE is a leading humanitarian organization dedicated to fighting poverty and social injustice with a special emphasis on women and girls. CARE began working in Zimbabwe in 1992 in response to severe regional drought and has since expanded programming to address longer-term development issues. CARE Zimbabwe's FY2026–2030 Country Strategy focuses on four priorities: Humanitarian Response; Climate-Resilient Livelihoods; Empowered Girls and Women; and Women, Girls and Youth Economic Empowerment. The organization seeks to recruit outstanding candidates who are known for their excellence, professionalism, and integrity, and who are committed to making a difference.

Type of Position: Fixed Term Contract

Reports To: Head of Programs

Date Posted: 09 June 2026

Position Summary

CARE Zimbabwe is seeking a technically strong and advocacy-oriented Gender, Women, Girls and Youth Empowerment (GWGYE) Specialist. The role provides high-level technical leadership on women and girls' empowerment across CARE Zimbabwe's programming portfolio, anchored in Country Strategy Priorities 3 (Empowered Girls and Women: Health, Education and Rights) and 4 (Women, Girls and Youth Economic Empowerment). The Specialist drives gender-transformative programming, capacity building, evidence generation, and policy advocacy, and is central to CARE Zimbabwe's ambition to become a systems-level actor for gender equality.

Key Responsibilities

1. Strategic Leadership & Technical Guidance (30%)

- Lead the development and operationalization of CARE Zimbabwe's Women and Girls Empowerment strategy, ensuring alignment with Country Strategy Priorities 3 and 4.
- Provide technical oversight across all women, girls and youth empowerment programming — including girls' education, SRHR, GBV prevention and response, child marriage prevention, and women's economic empowerment.
- Embed gender-transformative approaches (SAA, START4Girls, VSLA+FFBS) across all programme pillars; lead gender analysis in project design, logframe development, and proposal preparation.

2. Capacity Building, Coaching & Partner Support (25%)

- Design and lead gender training and capacity-building for CARE staff, implementing partners, and community-level actors.
- Lead staff transformation processes as the foundational step in SAA rollout; develop and implement coaching plans to sustain frontline staff skills.
- Facilitate capacity-building for partner organisations to lead gender-transformative programming independently, in support of CARE Zimbabwe's localisation agenda.

3. Women & Girls' Economic Empowerment (20%)

- Provide specialist technical support to the expansion and quality improvement of CARE Zimbabwe's VSLA programme, including digitalisation with platforms such as EcoCash, Innbucks, and Mukuru.



- Engage private sector partners to unlock collateral-free finance, digital credit scoring, and value chain linkages for women-led enterprises.
- Support adolescent girls and youth with life skills, financial literacy, and economic empowerment pathways aligned with CARE's Give Girls a Chance initiative.

4. Advocacy, Learning & Policy Influence (20%)

- Lead evidence generation and dissemination of lessons from WGE programming, including SAA, VSLA, GBV, SRHR, and girls' education interventions.
- Drive CARE Zimbabwe's advocacy agenda on gender equality — including child marriage, SRHR policy reform, gender-responsive budgeting, and inclusive microfinance — through national coalitions.
- Represent CARE Zimbabwe in relevant technical working groups, networks, and coalitions at national, regional, and global levels.

Qualifications & Experience

Education

- Bachelor's degree in Social Sciences, Gender Studies, Development Studies, or a related field (required); Master's degree preferred.

Experience

- Minimum 7 years of progressively responsible experience in gender equality, women's empowerment, and/or economic empowerment programming in an NGO or development context.
- Demonstrated experience integrating gender-transformative approaches (e.g. SAA, gender mainstreaming) into programme design and implementation.
- Proven track record in advocacy and multi-stakeholder engagement on gender and women's rights at national or regional level.
- Experience with VSLA or similar savings and lending group models, SRHR, GBV, girls' education, or child marriage prevention programming is an advantage.

Key Competencies

- Strong analytical skills in gender analysis, power dynamics, and intersectionality.
- Excellent facilitation, training, and adult learning skills; experience with participatory methodologies.
- Strong written and verbal communication skills, including for donor reporting, policy briefs, and external representation.
- Committed to gender equality, safeguarding, and CARE's core values.

Why Join Us?

At CARE Zimbabwe, you will contribute to a mission-driven organisation dedicated to empowering women, girls, and youth. We offer a collaborative work environment, professional development opportunities, and the chance to drive transformative change at community and policy levels.

Application Process

If you are a committed gender equality advocate with the technical depth to drive real change, [click here](#) to submit your CV and cover letter. Applications should be submitted by 24 June 2026. Only shortlisted candidates will be contacted.