



**OXFAM IS A GLOBAL MOVEMENT OF PEOPLE WORKING
TOGETHER TO END THE INJUSTICE OF POVERTY.**

Gender and Protection Advisor (Re-advertisement)

Employment Term: Fixed Term (1 Year Contract)

Level: National/International, C1

Location: Yangon, Myanmar

Closing Date: 10th October 2026

“This position is opened to both National/International Applicants.”

Early application is encouraged as the recruitment process will be done on a rolling basis and Oxfam reserves the right to appoint a suitable candidate as soon as they are identified.

The Role:

Oxfam is looking for **Gender and Protection Advisor**

Job Purpose:

The Gender and Protection Advisor will play a key role in driving Oxfam Myanmar’s commitment to gender justice, social inclusion, and protection across its humanitarian and development programs. This position is responsible for leading the integration of gender, GEDSI, and protection principles into program design, strategic planning, implementation, and learning, in alignment with Oxfam’s Strategies and Action Plan. The post holder will provide technical leadership and capacity strengthening to Oxfam and partner staff to ensure gender-transformative approaches, women’s leadership, protection and inclusive outcomes are embedded across all sectors. In addition, the role will lead on safe programming by supporting risk-informed, community-based protection strategies, and ensuring that all programs uphold protection principles and mitigate potential harm. The position also contributes to internal learning and external representation, working closely with advocacy and program teams to influence positive shifts in gender norms and promote safe, equitable, and accountable programming in Myanmar.

This Role Report To: Head of Program Quality and Impact

Staff Reporting to this Post: Gender and Protection Coordinator(s)

Key Relation/Interaction: Program, Gender Coordinators, Safeguarding Coordinator, Humanitarian Safety Advisor, Advocacy & Communication, Implementing partners, Program Quality, Program Design and Learning

Key Responsibilities:

Gender and Gender Equality, Disability and Social Inclusion (GEDSI) Responsibilities (70%):

- Lead the integration of gender perspectives in strategic planning, program design, and needs assessments across sectors, ensuring alignment with Oxfam Myanmar’s gender strategy.



- Conduct or commission regular gender analyses and assessments in key operational areas to inform programming.
- Lead/Support proactive GEDSI integration across all the programs in the country.
- Provide technical support to humanitarian and development teams including program redesign and integration of women's leadership and gender outcomes in theories of change and proposals.
- Drive implementation and periodic review of the country Gender Strategy and Gender Action Plan to advance both standalone and mainstreamed gender programming.
- Advocate for budget allocation for GEDSI related activities and build the capacity of Oxfam and partner staff through regular gender and women-in-leadership training, coaching, and mentoring.
- Lead and conduct periodic mission-level GEDSI audits to assess and strengthen effective GEDSI integration.
- Matrix/ technically manage Gender & Protection Coordinator, the Gender Focal Group and provide technical support to gender focal points across programs.
- Support women's economic empowerment and make gender technical knowledge accessible to non-specialist staff.
- Lead on sex-, age-, and disability-disaggregated data analysis and support monitoring of gender mainstreaming progress.
- Working closely with Advocacy and Communication team, generate evidence of shifts in gender norms and women's leadership to inform learning and advocacy.
- Manage external or internal gender technical support and represent Oxfam in external gender networks and coordination forums.

Protection and Safe Programming Responsibilities (30%):

- Lead the mainstreaming of protection and safe programming principles across all sectors and with implementing partners, including regular Safe Programming Risk Analyses.
- Provide technical guidance on protection, lead on community-based protection strategy development and safe programming to ensure coherent, risk-informed humanitarian programming.
- Support risk analysis and advise on adjustments to program activities to mitigate protection risks during planning and implementation.
- Build the capacity of Oxfam staff and partners on protection standards and approaches through training, mentoring, and technical support.
- Contribute to donor reporting, evaluations, learning events, and protection-related research by providing technical input and analysis.
- Maintain up-to-date knowledge of the protection context in Myanmar, including conflict dynamics and legal frameworks, and ensure relevant analysis is shared across teams.
- Engage in protection coordination mechanisms and represent Oxfam in sectoral working groups and advocacy spaces.
- Support cross-programme collaboration to ensure protection is integrated into broader initiatives, including economic justice and governance.

Safety and Security:

- Complying with all security policies, procedures, directions, instructions, regulations or plans.
- Taking care of their own safety and security.
- Actively contributing to the development and maintenance of security management policy and procedures.

Safeguarding:

- Ensure adherence to safeguarding policies by protecting the safety and dignity of all individuals.
- Ensure completing all annual core compliance courses.
- Must report any concerns or witness or suspect any behaviour that could be in breach of the one Oxfam safeguarding policy or Oxfam Code of Conduct.

**Other:**

- Eager and required to adhere to Oxfam's principles and values as well as the promotion of gender justice and women's rights
- Understanding of and commitment to adhere to equity, diversity, gender, child safety and staff health and wellbeing principles
- In case of emergency response, perform assigned tasks to contribute to an efficient and timely emergency response activities.

For more information regarding the position, please have a look at the Job Profile [here](#).

What we are looking for:**Skill and Competence:**

- Degree in social sciences, gender studies, or related field with a focus on gender equality, women's rights, or social inclusion.
- Strong leadership and influencing skills with demonstrated experience in inspiring and mobilizing staff and local partners to effectively integrate gender, GEDSI, and protection principles into programming.
- Minimum 5 years of progressive experience in gender equality, women's empowerment, gender mainstreaming, protection and safe programming in humanitarian or development settings.
- Proven expertise in gender analysis, gender-sensitive planning, and integrating women's empowerment into development and humanitarian programs.
- Practical knowledge of protection principles, gender-based violence (GBV), and community-based protection approaches.
- Experience working on broader social inclusion issues, including gender identity and intersectionality.
- Strong skills in capacity assessment, training, facilitation, and mentoring of staff and partners.
- Demonstrated ability to engage diverse stakeholders, including communities, partners, authorities, and donors.
- Excellent written and verbal communication skills, with the ability to convey complex gender and protection concepts clearly.
- Understanding of feminist leadership principles and commitment to promoting a feminist and inclusive organizational culture.
- Ability and willingness to travel frequently, including to remote and challenging locations in Myanmar.

Key Attributes:

- Ability to demonstrate sensitivity to cultural differences and gender issues, as well as the commitment to equal opportunities.
- Ability to demonstrate an openness and willingness to learn about the application of gender/gender mainstreaming, women's rights, and diversity for all aspects of development work.
- Commitment to Oxfam's safeguarding policies to ensure all people who come into contact with Oxfam are as safe as possible.

What we offer:

Oxfam aims to recruit and retain diverse, passionate people who have the necessary skills, knowledge and commitment to meet our vision. We offer a competitive salary and a range of additional benefits to staff including flexible working options, generous pension scheme, annual leave, additional leave



allowances, company sick pay, life assurance and a range of other benefits.

Find out more about our pay & benefits, please click [here](#)

How to apply:

To apply for this position please visit the following link;

<https://jobs.oxfam.org.uk/jobs/vacancy/24944/description> no later than **10th October 2026, 5:00PM**
(Myanmar Time)

Our values and commitment to safeguarding:

Oxfam is committed to preventing any type of unwanted behaviour at work including sexual harassment, exploitation and abuse, lack of integrity and financial misconduct; and committed to promoting the welfare of children, young people, adults and beneficiaries with whom Oxfam GB engages. Oxfam expects all staff and volunteers to share this commitment through our code of conduct. We place a high priority on ensuring that only those who share and demonstrate our [values](#) are recruited to work for us.

The post holder will undertake the appropriate level of training and is responsible for ensuring that they understand and work within the safeguarding policies of the organisation.

All offers of employment will be subject to satisfactory references and appropriate screening checks, which can include criminal records and terrorism finance checks. Oxfam GB also participates in the [Inter Agency Misconduct Disclosure Scheme](#). In line with this Scheme, we will request information from job applicants' previous employers about any findings of sexual exploitation, sexual abuse and/or sexual harassment during employment, or incidents under investigation when the applicant left employment. By submitting an application, the job applicant confirms his/her understanding of these recruitment procedures.

We are committed to ensuring diversity and gender equality within our organisation and encourage applicants from diverse backgrounds to apply.

Note to candidates: Shortlisted candidates will be assessed on our organisational values and attributes at the interview stage. The successful candidate(s) will be expected to adhere to our code of conduct. We encourage candidates to read and understand our code of conduct [here](#).

About Us

Oxfam is a global community of people who believe in a kinder and radically better world, where everyone has power to thrive not just survive. We believe we can overcome poverty by tackling inequalities that fuel it. We are shop volunteers, women's right activists, marathon runners, aid workers, coffee farmers, street fundraisers, goat herders, policy experts, campaigners, water engineers and more. And we won't stop until everyone can live life without poverty for good.

[Oxfam GB](#) is a member of [international confederation](#) of 21 organizations working together with partners and local communities in the areas of humanitarian, development and campaigning, in more than 80 countries. Oxfam in Myanmar is the branch of Oxfam GB.

Only short-listed candidates will be notified.