

TERMS OF REFERENCE

I. Fellowship Assignment	
<p>Title: Fellowship in the area of Women’s Economic Empowerment</p> <p>Unit: UN Women Regional Office for the Americas and the Caribbean</p> <p>Reports to: Policy Specialist on Women Economic Empowerment</p>	<p>Duty Station: Panama City, Panama</p> <p>Type of assignment: Fellowship</p>

II. Background Information
<p>UN Women, grounded in the vision of equality enshrined in the Charter of the United Nations, works for the elimination of discrimination against women and girls; the empowerment of women; and the achievement of equality between women and men as partners and beneficiaries of development, human rights, humanitarian action and peace and security.</p> <p>As per the LAC regional strategy, UN Women Regional Office for the Americas and the Caribbean in Panama, has identified a number of sectors and issues as priority falling into the thematic of economic empowerment of UN Women’s Strategic Plan, to include supporting efforts towards ensuring a gender approach in processes aimed towards the adoption and localization of the Sustainable Development Goals (SDG), the development of macroeconomic enabling environments for gender equality, women’s economic rights; female poverty eradication and gender responsive pro-poor policy making and gender responsive budgeting; equal employment and decent work for women and men; ensuring women access and command over resources; gender mainstreaming in national planning and budgeting processes and promoting women’s entrepreneurship and the relation with the private sector</p>

III. Description of the Responsibilities
<p>Under the supervision of the Policy Specialist, Economic Empowerment the fellow will have the following responsibilities</p> <ul style="list-style-type: none"> • Collect information and data related to women’s economic empowerment issues to analyze the economic and legal context in Latin America and the Caribbean (LAC) countries;

- Use collected data and information to drafted substantive documents on women’s economic empowerment issues in the Latin-American context;
- Contribute to the formulation of programme proposals in the area of women’s economic empowerment for LAC Region countries;
- Assist in the preparation of substantive products in the area of economic empowerment material for external and internal communications;
- Provide support in fact-checking, analyzing, organizing and preparing briefing documents, statements, talking points and reports for different areas in all LAC country and programme office;
- Assist in the preparation of interagency and technical meetings and participate in them, preparing notes, taking minutes, or any other related task requested;
- Support the organization of events in the area of economic empowerment in the LAC region.
- Support and participate in the annual and strategic planning process of the Regional Office in the area Women’s Economic Empowerment area;
- Support the elaboration of Terms of Reference (ToRs) and other contracting processes for technical assistance in specialized areas related to women’s economic empowerment;
- Supported knowledge production and management contributing to the dissemination of information, sharing experiences and lessons learnt in the LAC region in the area of women’s economic empowerment;
- Provide other assistance for the economic empowerment area as required.

IV. Learning Objectives
<ul style="list-style-type: none"> • Increase understanding of UN Women’s work and the UN system; • Increase knowledge of women’s economic empowerment main issues and their integration in the international agenda; • Meeting and networking with UN Women colleagues in other units; • Work as a team member in a multicultural setting.

IV. Competencies
<p>Core Values:</p> <ul style="list-style-type: none"> • Respect for Diversity • Integrity • Professionalism <p>Core Competencies:</p> <ul style="list-style-type: none"> • Awareness and Sensitivity Regarding Gender Issues • Accountability • Creative Problem Solving

- Effective Communication
- Inclusive Collaboration
- Stakeholder Engagement
- Leading by Example

Please visit this link for more information on UN Women’s Core Values and Competencies:
<http://www.unwomen.org/-/media/headquarters/attachments/sections/about%20us/employment/un-women-employment-values-and-competencies-definitions-en.pdf>

Functional Competencies:

- 1. Commitment to Learning**
 - Learned about agency, its processes, structure, challenges, and environment
 - Compared agency to other working environments, supported agency with institutional learning
- 2. Communication**
 - Produced communication products (written and oral)
 - Transferred and shared knowledge
- 3. Planning and Organizing**
 - Refined workflows with available resources
 - Developed work plans
 - Implemented activities in a timely manner, met deadlines
- 4. Teambuilding**
 - Coordinated work and roles with other team members
 - Supported goals of the team
- 5. Advising and Decision Making**
 - Identified areas for growth or revision

V. Qualifications	
Education	<ul style="list-style-type: none"> • The fellow must have studies in Economics or other Social Science at the university level; • Graduate education on gender, economics, international development, human rights, governance, or related fields.
Experience and other qualifications	<ul style="list-style-type: none"> • Experience in working in an international environment is desirable • Excellent communication skills (written and oral); • Ability to think and work logically and work precisely with attention to detail; • Initiative, sound judgment and demonstrated ability to work harmoniously with staff members of different national and cultural backgrounds.

Language	<ul style="list-style-type: none">• Fluency in English and Spanish;• Working knowledge of French and/or Portuguese is a distinct advantage.
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TERMS OF REFERENCE

I. Fellowship Assignment	
<p>Title: Fellowship to Gender Equality and partnerships with the private sector</p> <p>Unit: UN Women Regional Office for the Americas and the Caribbean, Economic Empowerment Area</p> <p>Reports to: Policy Specialist on Women Economic Empowerment</p>	<p>Duty Station: Panama City, Panama</p> <p>Type of assignment: Fellowship</p>

II. Background Information
<p>UN Women, grounded in the vision of equality enshrined in the Charter of the United Nations, works for the elimination of discrimination against women and girls; the empowerment of women; and the achievement of equality between women and men as partners and beneficiaries of development, human rights, humanitarian action and peace and security.</p> <p>As per the LAC regional strategy, UN Women Regional Office for the Americas and the Caribbean in Panama, has identified a number of sectors and issues as priority falling into the thematic of economic empowerment of UN Women’s Strategic Plan, to include supporting efforts towards ensuring a gender approach in processes aimed towards the adoption and localization of the Sustainable Development Goals (SDG), the development of macroeconomic enabling environments for gender equality, women’s economic rights; female poverty eradication and gender responsive pro-poor policy making and gender responsive budgeting; equal employment and decent work for women and men; ensuring women access and command over resources; gender mainstreaming in national planning and budgeting processes and promoting women’s entrepreneurship and the relation with the private sector</p> <p>In particular, in the area of support to the Private Sector, in January 2018 UN Women, ILO and the European Union joint efforts to implement a programme to contribute to empower economic empowerment called “Win-Win: Gender Equality means Good Business”. The general objective of the program is to contribute to the economic empowerment of women, recognizing them as beneficiaries and partners of growth and development, increasing the commitment of the private sector (companies and employers' organizations) to gender equality and the empowerment of women and strengthening the capacities of companies to implement these commitments. The project will ultimately contribute to the achievement of</p>

gender equality by allowing women's business leadership, participation in the workforce, entrepreneurship, economic empowerment and, therefore, their full and equal participation in society. The program is aimed at companies and networks led by women, multinational companies and relevant stakeholders in Europe and selected countries in Latin America and the Caribbean, to promote trade links, joint ventures and innovation between women from both regions, while supporting the Interregional dialogue and the exchange of good practices to increase the capacity of the private sector more broadly in the implementation of businesses with gender equality.

The guiding platform for this project is the Women's Empowerment Principles (WEPs) created by UN Women and the Global Compact in 2010. The Programme has a duration of 3 years and is being implemented in 6 countries: Argentina, Brazil, Chile, Costa Rica, Jamaica and Uruguay. The Programme has 3 pillars:

1. Networking and cooperation between women-led business;
2. Companies and employers' organizations capacity strengthening, knowledge and good practices sharing and advocacy;
3. Innovative financing facility to support women-led innovation and business ventures.

In relation to Win Win program, the economic empowerment area of the UN Women regional office is directly in charge of implementing the 3rd pillar as well as to accompany and supervise the implementation of the 1st and 2nd pillar in Costa Rica. Additionally, the regional office provides technical support and assistance to the other countries and works to ensure regional learning among the Win Win and non-Win Win countries, in straight collaboration with WEPs focal points and specialist located in different UN Women offices in the region, such as Bolivia, Colombia, El Salvador, Guatemala, Mexico and Panama

III. Description of the Responsibilities

Under the supervision of the Regional Policy Specialist on Women Economic Empowerment and in close collaboration with the Programme Specialist in charge of WEPs implementation in Panama, the fellow will have the following responsibilities

- Collect information and data related to women's economic empowerment issues and the role of the private sector to analyze the economic and legal context in the Latin America and the Caribbean (LAC) countries;
- Use collected data and information to drafted substantive documents on women's economic empowerment and the role of the private sector within the Latin-American context;
- Contribute to the implementation of the Win-Win programme, particularly in the implementation of Innovative financing facility to support women-led innovation and business ventures, to be launched as part of its 3er pillar.
- Support and participate in coordination meetings and other events organized in the framework of the Win-Win programme;

- Support in the organization of workshops and capacity building activities, supporting WEPs companies, researching on good practices to promote gender equality within the private sector, among other activities.
- Support knowledge production and contribute to the dissemination of information, sharing experiences and lessons learnt in the area gender equality in the private sector supported by UN Women;
- Support the elaboration of a monitoring system and a database to track progress on WEPs signatory companies at LAC regional level
- Assist in the preparation of substantive products in the area of gender equality in the private sector for external and internal communications;
- Provide support in fact-checking, analyzing, organizing and preparing briefing documents, statements, talking points, presentations, concept notes and reports on different topics related to gender equality in the private sector;
- Provide support to Private Sector Relations, especially in Panama including by organizing a number of events and initiatives to ensure that these run smoothly and that partners have the information that they require in a timely manner;
- Map additional opportunities and to further expand the reach of UNW with the private sector in Panama and at regional level;
- Assist in the preparation of interagency and partners meetings and participate in them, preparing notes, taking minutes, or any other related task requested;
- Support the elaboration of Terms of Reference (ToRs) and other contracting processes for technical assistance in specialized areas related to gender equality in the private sector;
- Maintain and Update the database of WEPs Signatories at regional Level
- Support and participate in webinars, coordination meetings and other events organized among the WEPs/private Sector focal points list for LAC to support knowledge sharing;
- Support due diligence processes for UN Women regional office partners.
- Provide other assistance related to UN Women’s work in the area of gender equality in the private sector as required.

IV. Learning Objectives

- Increase understanding of UN Women’s work and the UN system;
- Increase knowledge of women’s economic empowerment main issues, in particular those involving the private sector, and their engagement to promote the gender equality international agenda;
- Interaction and networking with private sector partners;
- Work as a team member within multi-country and multicultural programme.

IV. Competencies

Core Values:

- Respect for Diversity
- Integrity
- Professionalism

Core Competencies:

- Awareness and Sensitivity Regarding Gender Issues
- Accountability
- Creative Problem Solving
- Effective Communication
- Inclusive Collaboration
- Stakeholder Engagement
- Leading by Example

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Functional Competencies:

1. Commitment to Learning

- Learned about agency, its processes, structure, challenges, and environment
- Compared agency to other working environments, supported agency with institutional learning

2. Communication

- Produced communication products (written and oral)
- Transferred and shared knowledge

3. Planning and Organizing

- Refined workflows with available resources
- Developed work plans
- Implemented activities in a timely manner, met deadlines

4. Teambuilding

- Coordinated work and roles with other team members
- Supported goals of the team

V. Qualifications	
Education	<ul style="list-style-type: none"> • The fellow must have completed bachelor studies in Economics, Business administration, International Relations or other Social Science at the university level; • Postgraduate education in the areas of gender, international development will be an asset. • Specialized courses in finance, business administration and other fields related to work with the private sector will be an asset

<p>Experience and other qualifications</p>	<ul style="list-style-type: none"> • Experience in the area of finance and/or business administration preferably within an international environment is desirable • Experience in gender equality related issues (including volunteer and social engagement activities) will be considered an asset • Excellent communication skills (written and oral); • Ability to think and work logically and work precisely with attention to detail; • Initiative, sound judgment and demonstrated ability to work harmoniously with staff members of different national and cultural backgrounds.
<p>Language</p>	<ul style="list-style-type: none"> • Fluency in English and Spanish;



Intern Work Plan

Position: Intern, UN Women Governance and Political Participation Area
Regional Office for the Americas and the Caribbean

Duration: 8 months.

Time: The work will be full time with an expected amount of 40 hours per week

Under the direct supervision and guidance of Paula Narváez, Regional Advisor for Latin America and the Caribbean on Governance and Political Participation, the intern will assist the Governance and Political Participation team and in various technical and administrative activities and other duties. A work plan with achievements for the duration of the Internship and learning opportunities will be agreed upon.

I. Terms of Reference at Start of Internship: Duties and Responsibilities

1. Assist in drafting documents, regarding external and internal communications about the area of work.
 - Concept notes, power point presentations, info-graphics, etc.
2. Support the implementation of the regional project to prevent, punish and eradicate violence against women in politics.
 - Administrative processes requested;
 - Assist in drafting documents required to start the implementation of the project;
 - Follow up of the project;
3. Provide technical assistance in meetings;
4. Support activities of the Parity Democracy Network;
5. Provide support in fact-finding and analysis on women political participation.
 - Organizing and preparing briefing documents, statements, talking points and reports.
 - Systematize information, communications with offices in the LAC region
6. Assistance in logistical and operational activities for the Governance and Political Participation area.
7. Participate in staff meetings and program meetings of the Regional Office, when requested.
8. Provide any other assistance as required.

II. Qualifications and Experience at Start of Internship

1. Academic background political science, international relations, law or related sciences, humanities. A gender perspective is required.
2. Knowledge of the Latin American political context.
3. Ability to think and work logically and work precisely with attention to detail.
4. Demonstrated abilities to write clearly and concisely.
5. Capacities to work autonomously, taking initiatives, with sound judgment and demonstrated ability to work harmoniously with staff members of different national and cultural backgrounds.
6. Fluency in English will be an added value.

III. Learning Elements required as part of Internship experience

1. Increased understanding of UN Women's work and the UN system
2. Learning different aspects of the area of Governance and Political Participation in an international environment
3. Increased knowledge of issues related to governance and women political participation in Latin America and the Caribbean.
4. Meeting and networking with UN Women colleagues in other units.
5. Work as a team member in a multicultural setting.

IV. Key Achievements by End of Internship by Area of Work

1. **Strengthened Intern Talent Management:**
 - Organized career development workshops for interns and conducted one-on-one career advising sessions with interns when requested.
2. **Monitored and Reviewed needs of hiring units for interns:**
 - Tracked duration, start & end dates, list of internal clients and applicants,
3. **Managed orientation of new interns:**
 - Enabled interns to feel welcome and informed about the agency mandate & code of conduct
 - Adjusted and improved welcoming intern guidelines and processes
 - Organized welcome to UN tour
4. **Ensured the internship experience was valuable for the interns and the agency**
 - Followed up with interns to submit work plan and provided support with work plan development
 - Continued to grow the UN Women Intern Alumni Network, managed the UN Women Intern Facebook page
 - Initiated UN Women book club
 - Planned and implemented bag lunch events for interns with speakers on the topics of career development and performance management

V. Key Achievements by End of Internship by Competency

1. **Accountability**
 - Held colleagues and team members accountable for planned goals and competency standards
 - Practiced giving and receiving constructive feedback
2. **Client Orientation**
 - Proactively informed clients, preventing loss of time and errors
 - Responded to questions, resolved problems, and helped provide accurate information to clients
 - Identified, understood, and addressed client needs
3. **Commitment to Learning**
 - Learned about agency, its processes, structure, challenges, and environment
 - Compared agency to other working environments, supported agency with institutional learning
4. **Communication**
 - Produced communication products (written and oral)
 - Interpreted key messages for and from clients with cultural sensitivity
 - Transferred and shared knowledge
5. **Planning and Organizing**
 - Set up effective processes and workflows
 - Refined workflows with available resources
6. **Teambuilding**

- Coordinated work and roles with other team members
- Supported goals of the team

7. **Advising and Decision Making**

- Identified areas for growth or revision
- Provided career advising for clients

TÉRMINOS DE REFERENCIA

I. Descripción de la Pasantía	
<p>Título: Pasantía para apoyar la implementación de la Iniciativa Spotlight en Argentina</p> <p>Unidad: Oficina de ONU Mujeres Argentina</p> <p>Reporta a: Especialista de Programa Spotlight</p>	<p>Duty Station: Buenos Aires, Argentina</p> <p>Type of assignment: Pasantía</p>

II. Información de Contexto
<p>En ONU Mujeres partimos de la premisa que para lograr cambios sustanciales en la vida de las mujeres es necesario la eliminación de las causas estructurales que profundizan las brechas de género y las desigualdades e inequidades que viven las mujeres, su desigual acceso al poder político, las dificultades que enfrentan las mujeres para tener acceso a activos y recursos productivos, y la prevención, atención y erradicación de la violencia contra las mujeres y las niñas en todas sus manifestaciones. En línea con este enfoque estratégico, ONU Mujeres Argentina implementa programas y proyectos con fondos de distintos donantes, centrándose en 3 áreas de impacto principales:</p> <ul style="list-style-type: none"> • Área de impacto 1: Lograr una vida libre de todas las formas de violencia para las mujeres y las niñas. • Área de impacto 2: Incrementar el acceso a programas deportivos de calidad y habilidades para una vida activa para las niñas. • Área de impacto 3: La participación política, el liderazgo y el empoderamiento de las mujeres en los procesos de toma de decisiones han sido fortalecidos. <p>Para responder a estas áreas estratégicas ONU Mujeres implementa varias iniciativas entre las cuales destaca una centrada en eliminar todas las formas de violencia contra mujeres y niñas: la Iniciativa Spotlight, impulsada conjuntamente por el sistema de las Naciones Unidas y la Unión Europea a nivel mundial. En septiembre de 2018, se anunció que esta iniciativa destinaría 50 millones de euros para acabar con el femicidio en América Latina, particularmente en México, Guatemala, El Salvador, Honduras y Argentina. Estos países fueron seleccionados dado el alto nivel de prevalencia de femicidios en el país, y otros como los compromisos nacionales, capacidades nacionales, rol de la sociedad civil, entre otras. La Iniciativa Spotlight financiará intervenciones específicas para mejorar los derechos de las mujeres y las niñas, ayudándolas a vivir vidas libres de violencia.</p> <p>En Argentina el objetivo de la Iniciativa Spotlight es contribuir a la eliminación de la violencia contra las mujeres y niñas y, su manifestación más extrema, el femicidio. A partir de los lineamientos globales y regionales, y de un amplio proceso participativo de intercambio y consulta en el país se definieron como prioridades: 1) garantizar que la comunidad esté informada sobre los derechos de</p>

las mujeres y niñas y; 2) promover la disponibilidad, calidad y accesibilidad de servicios para la prevención, atención y reparación. Para ello, se trabajará en: **i)** transformar pautas culturales, actitudes y comportamientos favorables a la igualdad de género; **ii)** implementar acciones orientadas a promover políticas sobre violencia de género con mirada integral e integrada y **iii)** garantizar la correspondencia entre el derecho legislado y la política implementada. La estrategia definida para la implementación plantea la importancia de una activa participación de la sociedad civil, sindicatos, sector privado y academia, así como una mirada centrada en mujeres y niñas atravesadas por múltiples discriminaciones (mujeres y niñas con discapacidad, mujeres y niñas indígenas, mujeres y niñas rurales, mujeres y niñas migrantes, entre otras situaciones de vulnerabilidad). A fin de garantizar la eficacia de la iniciativa, durante la primera fase se definió trabajar con las provincias de Buenos Aires, Salta y Jujuy y a nivel nacional.

En Argentina la Iniciativa será implementada con el liderazgo de la Oficina de Coordinación de Naciones Unidas, a través de cuatro agencias: OIT, ONU Mujeres, PNUD y UNFPA, a las que se suma UNICEF como agencia asociada. ONU Mujeres será la agencia encargada de ejecutar el Pilar 2 relativo al fortalecimiento de los conocimientos y capacidades de las y los funcionarios públicos para mejorar los servicios de atención a las mujeres sobrevivientes de violencia, basados en evidencia, que previenen y responden al femicidio, especialmente en relación con los grupos de mujeres y niñas que atraviesan múltiples formas de discriminación; el fortalecimiento de mecanismos de coordinación entre actores nacionales y/o provinciales en el más alto nivel de decisión, que incluyan una representación de múltiples sectores entre los que se encuentran los grupos de mujeres en situación de mayor vulnerabilidad; presupuestos sensibles al género; el Pilar 5 sobre información de calidad desagregada y comparable relevada, analizada y usada en línea con los estándares internacionales para informar sobre leyes, políticas y programas y las áreas proveedoras de servicios (salud, justicia, seguridad y estadística) y movimientos de mujeres han fortalecidos en sus capacidades para registrar datos en forma regular sobre violencia contra las mujeres en línea con los estándares internacionales y regionales; y el Pilar 6 relativo al fortalecimiento de las capacidades del movimiento de mujeres y organizaciones de la sociedad civil para diseñar, implementar y monitorear proyectos sobre prevención de la violencia de género y femicidio (incluyendo las que representan a personas atravesadas por múltiples discriminaciones); fortalecer el trabajo conjunto sobre igualdad de género, erradicación de violencia/ femicidios, con actores relevantes a nivel subnacional, nacional, regional y global y con otras redes, entre otras acciones.

ONU Mujeres además apoya al Grupo de Referencia Nacional de Sociedad Civil, GRNSC, la articulación con sociedad civil y la evaluación de la Iniciativa.

III. Descripción de las Responsabilidades
<p>Bajo la supervisión de la Especialista del Programa Spotlight, la persona pasante tendrá las siguientes responsabilidades:</p> <ul style="list-style-type: none"> • Apoyar con el monitoreo de los resultados clave de la Iniciativa Spotlight en Argentina, recolectando información y datos sobre el avance de los procesos con énfasis en la recolección de evidencias de impacto; • Apoyar y dar el seguimiento con las contrapartes al plan de trabajo y sus ajustes en especial cuando existen cambios de gestión.

- Contribuir con la formulación de Términos de Referencia y seguimiento a las convocatorias de la Iniciativa Spotlight;
- Apoyar en la revisión de los productos de las consultorías realizadas en el marco de la Iniciativa Spotlight en las tres provincias;
- Asistir en la preparación de insumos y levantamiento de memorias de trabajo de la Iniciativa Spotlight en las tres provincias priorizadas.
- Proporcionar apoyo en la revisión de informaciones, el análisis, organización y preparación de documentos e informes del avance de los procesos clave de la iniciativa Spotlight;
- Apoyar la organización de eventos y actividades clave de la iniciativa Spotlight en Argentina.
- Apoyar la sistematización de informaciones y la producción de conocimientos para contribuir con el aprendizaje institucional de ONU Mujeres;
- Proporcionar otra asistencia que sea requerida por el Programa de ONU Mujeres en Argentina.

IV. Objetivos de Aprendizaje

- Conocimiento del mandato y trabajo que desarrolla ONU Mujeres, así como el conjunto del Sistema de las Naciones Unidas.
- Conocimiento sobre distintos aspectos del trabajo de ONU Mujeres relacionados con el derecho de las mujeres y las niñas a vivir vidas libres de violencia.
- Adquirir comprensión y habilidades de coordinación dentro del Sistema de la ONU.
- Mayor comprensión del trabajo que ONU Mujeres realiza en conjunto a otras Agencias del sistema de la ONU.
- Fortalecer los conocimientos y habilidades para el trabajo en equipo.

IV. Competencias

Valores Centrales:

- Respeto por la Diversidad
- Integridad
- Profesionalismo

Competencias Centrales:

- Conciencia y sensibilidad al enfoque de género
- Sentido de responsabilidad
- Enfoque creativo para la solución de problemas
- Comunicación efectiva
- Colaboración inclusiva
- Compromiso de involucramiento con las contrapartes
- Liderar con el ejemplo

Por favor visite el siguiente link para mas información en inglés sobre los valores y competencias centrales de ONU Mujeres: <http://www.unwomen.org/-/media/headquarters/attachments/sections/about%20us/employment/un-women-employment-values-and-competencies-definitions-en.pdf>

<p><u>Competencias Funcionales:</u></p> <ol style="list-style-type: none"> 1. Compromiso con el Aprendizaje <ul style="list-style-type: none"> • Aprender sobre la agencia, sus procesos, sus estructuras, los desafíos y el ambiente • Comprender el ambiente de trabajo de la agencia en comparación a otros espacios laborales, apoyando el aprendizaje institucional de la agencia. 2. Comunicación <ul style="list-style-type: none"> • Transferir y compartir conocimientos 3. Planificación y Organización <ul style="list-style-type: none"> • Redefinir flujos de trabajo en función de los recursos disponibles • Desarrollar planes de trabajo • Implementar actividades de manera oportuna y cumplir con los plazos estipulados. 4. Trabajo en Equipo <ul style="list-style-type: none"> • Trabajo y roles coordinados con otras personas miembro del equipo • Apoyar las metas del equipo 5. Asesorías y Toma de Decisiones <ul style="list-style-type: none"> • Identificar áreas de crecimiento y revisión 	
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V. Calificaciones	
Educación	<ul style="list-style-type: none"> • La persona pasante debe contar con formación superior en género u otras Ciencias Sociales y Políticas. • Graduado de educación en género, economía, desarrollo internacional, derechos humanos, democratización, o campos relacionados.
Experiencia y otras calificaciones	<ul style="list-style-type: none"> • Experiencia trabajando en ambientes multidisciplinarios es deseable • Excelentes habilidades de comunicación (escrita y oral); • Habilidad para pensar y trabajar de manera lógica, precisa y con atención al detalle; • Iniciativa, sentido de equidad y capacidad demostrada para trabajar de manera armoniosa con otras personas. • Experiencia en violencia contra las mujeres y derechos humanos.
Idioma	<ul style="list-style-type: none"> • Español • Conocimiento del inglés deseable.