

Core Competencies for GBV Specialists

Competencies	GBV Program Manager	GBV Coordinator
CORE COMPETENCIES		
Understands and applies a survivor-centered approach, including GBV Guiding Principles: <ul style="list-style-type: none"> • Safety • Confidentiality • Respect • Non-discrimination 	X	X
Demonstrates commitment to gender equality; Promotes and integrates gender analysis and mainstreaming into humanitarian programming	X	X
Exhibits empathy and positive interpersonal skills, including cultural competence	X	X
PROFESSIONAL COMPETENCIES		
Demonstrates knowledge and abilities to oversee implementation of a multi-sectorial response to GBV	X	X
Understands principles and practice of a case management approach and can apply to GBV programs	X	
Demonstrates knowledge of and engages effectively with the humanitarian architecture	X	X
Demonstrates knowledge of GBV prevention theory and identifies and applies prevention strategies at different stages of the humanitarian response	X	X
Demonstrates critical analysis skills including context, trends, and vulnerabilities related to GBV	X	X
Demonstrates knowledge of prevention of sexual exploitation and abuse responsibilities within the humanitarian response and supports implementation	X	X
Able to locate, adapt, and apply key GBV tools in individual contexts, including: <ul style="list-style-type: none"> • GBV Coordination Handbook • GBVIMS • WHO ethical and safety recommendations for researching, documenting and monitoring sexual violence in emergencies 	X	X

<ul style="list-style-type: none"> IASC Guidelines for gender-based violence interventions in humanitarian settings: focusing on prevention of and response to sexual violence in emergencies 		
Applies critical thinking and problem solving to create innovative GBV programming	X	
Demonstrates GBV program management skills	X	
Able to guide and support GBV personnel	X	
Applies concepts of adult learning to build capacity for GBV prevention and response	X	X
Applies participatory approaches to engaging with and mobilizing communities	X	
Able to conduct strategic planning for GBV prevention and response	X	X
Able to identify and access funds for GBV interventions	X	X
Demonstrates effective advocacy skills for GBV prevention and response and in support of GBV survivors	X	X
Able to influence other sectors to mainstream GBV prevention and response		X
Applies safety and ethical recommendations to lead GBV assessments	X	X
Able to manage, share, and apply GBV case data in a safe and effective manner	X	X
Facilitates a collaborative environment among colleagues and stakeholders to promote effective coordination	X	X
Fosters effective and productive communication among staff, colleagues, and stakeholders	X	X
BEHAVIORAL COMPETENCIES		
Adapts and Copes with Pressure	X	X
Demonstrates good judgement and decision-making skills	X	X
Able to negotiate and advocate effectively, with varied audiences	X	X