

Position Title:	Change Communication / Gender Equality Officer
Position Location:	Ethiopia, Mali
Position Term:	14 months
Reports to:	Radio Craft Team (RCT) Lead, Gender Equality Advisor; Country Representative (Mali, Ethiopia)
Works closely with:	Radio Craft Manager, Radio Craft Team; Country Program Manager and Project Officer(s); Digital Innovation Team, Knowledge Management Team, Radio Resources, Radio Network Services, Gender Equality and Inclusion Focal Points
Application deadline:	November 18, 2020

BACKGROUND

Starting in October 2020, Farm Radio will implement a short duration 7-country project for the German international development agency, GIZ. The project will use a variety of strategies to increase awareness, knowledge and uptake of good agricultural, nutrition, health and gender equality practices. The project will be executed in the context of the Covid-19 pandemic, which means that distance methods, not just for broadcasting but also for design and training, will be at the forefront. Countries include Cote d'Ivoire, Mali and Togo in West Africa; Ethiopia in East Africa and Malawi, Mozambique and Zambia in Southern Africa. Farm Radio has existing offices in Ethiopia and Mali and a longstanding strategic partnership with Farm Radio Trust in Malawi.

ORGANISATIONAL CONTEXT

Farm Radio International is a Canadian organisation that has been working since 1979 to harness the power of radio to meet the needs of small-scale farmers. We work with more than 1,000 radio organizations located in more than 40 African countries to fight poverty and food insecurity. With the benefit of FRI resources and training, our broadcasting partners deliver practical, relevant, and timely information to tens of millions of farmers, including women farmers. We also work with a range of partners to implement radio projects that address specific development challenges and community needs.

KEY AREAS OF RESPONSIBILITY

Gender-responsive and transformative communication design is at the heart of Farm Radio's projects and impact programs. The main focus of this position is to ensure that Farm Radio develops quality design documents, drawing on good practices in change communication and gender equality programming. This requires expertise in gender transformative design and social and behaviour change communication design. It also requires an ability to work with a range of actors and groups, from Farm Radio Project Teams to radio station partners, Farm Radio Specialty Teams and knowledge partners.

The post will be equally responsible for design elements of project-based programming in Mali /

Ethiopia, as well as Cote d'Ivoire and Togo / Malawi, Mozambique and Zambia.

- Change Communication 65%
- Gender equality and inclusion 30 %
- Other 5%

1) Change Communication Officer (65%)

Under the supervision of the Radio Craft Team Lead, ensure that Radio Craft Design elements for assigned FRI impact projects are delivered effectively and to the highest standards.

Design workshops and documents.

- Apply both Change Communication and Communication for Development theories to the development of interactive rural radio series design
- Plan, facilitate and evaluate participatory, learner centred, interactive rural radio content design workshops (face to face or at a distance according to safety protocols)
- Collaborate with the Digital Innovations (DI), Knowledge Management, Broadcaster Resources and Gender Teams to ensure that all project objectives are addressed during workshops
- Ensure that content development design documents are discussed and reviewed by the RCT Lead
- Complete comprehensive content development design documents

Quality assessment and lessons learned

- Support the RC trainers in monitoring radio programs as they offer follow up information to FRI impact project partners
- Share lessons learned and insights for continuous improvements of FRI methods
- Contribute to establishing, supporting and liaising with advisory groups
- Travel within the country when needed and if safe and appropriate.

2) Gender Equality Officer (30%)

Under the supervision of the Country Representative, in collaboration with the Gender Equality Advisor the RC Team Lead

- Conduct country-specific gender-based analysis
- Contribute to the development of the project-specific gender equality and inclusion strategy
- Lead the development of country-specific gender equality and inclusion strategies, including versions working closely with Project and Specialty Teams
- Develop country-specific action plans to implement the gender equality and inclusion strategy
- Support Project and Specialty Teams to implement project and country specific gender strategies
- Deliver training and coaching for FRI country staff and partner radio stations on gender equality & inclusion
- Identify and engage women/gender organizations to support our work

- Actively participate in quarterly gender equality and inclusion team meetings
- Report back on gender equality-related activities and indicators in FRI strategic intentions

3) Other (5%)

- Contribute to the development and execution of annual work plans and budgeting activities
- Contribute to knowledge sharing activities
- Take on special projects as capacity permits

Qualifications

- Degree in International Development, Gender Studies, Communication or a related field or the equivalent work experience in a relevant field
- 3+ years experience in interactive and participatory learner-centered design, facilitating and coaching
- 3+ years experience in radio and/or communication for development OR social & behaviour change communication programming
- 3+ years experience in gender equality work, eg experience in conducting program-based gender analysis and developing gender equality strategies
- Proven ability to design gender transformative approaches and strategies

Expected skills

- Strong capacity for facilitating participatory, multi-stakeholder initiatives
- Strong understanding of issues faced by marginalized populations and women's rights issues
- Excellent communication skills
- Excellent digital skills (Google suite, WhatsApp, Zoom, etc.)
- Willingness to travel
- Strong writing and presentation skills
- High level of spoken and written English / French
 - Functionality in English / French an asset
 - Fluency or functionality in Portuguese an asset
- Proficiency in one or more local languages an asset
- Good knowledge of the social, cultural, health, political and economic landscape and current events in each region of the country.
- Ability to receive and sort a large volume of information.
- Ability to respond to the specific needs of people belonging to marginalized groups.

Applications:

Farm Radio is an affirmative action employer. Women, people of colour and members of equity-seeking communities are strongly encouraged to apply.

If you wish to apply for this position, please follow [this link](#). No telephone calls please.