

Position Title:	Specialist, Gender Equality & Inclusion
Position Term:	13 month full-time employment contract
Position Location:	Any Farm Radio office
Reports to:	Regional Program Manager (West Africa) and Gender Equality Advisor
Works closely with:	Gender Equality and Inclusion Focal Points, Change Communication / Gender Equality Officers, Project Delivery Lead, Project Evaluation Manager
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.

KEY AREAS OF RESPONSIBILITY

Working at FRI's Global level, the Specialist, Gender Equality & Inclusion (GEI) will play a key role in guiding the development and the implementation of gender transformative approaches to communication for development for Farm Radio International and will be responsible for providing proactive technical and programmatic guidance on gender equality and inclusion. There will be four key areas: 1) project-specific gender equality and inclusion analysis and strategy building and implementation; 2) development of a gender-responsive monitoring and evaluation system; 3) training and coaching for FRI staff and project partners; 4) Lead FRI's multi-country Gender Equality and Inclusion technical team. The Specialist, GEI will report to FRI's Regional Program Manager and Gender Equality Advisor, based in Ottawa, and will oversee the work conducted by FRI's GEI Champions in our country offices and SBCC/Gender Officers in Mali and Ethiopia.

RESPONSIBILITIES:

1) Guiding the design and implementation of the project-specific gender equality strategy

- Lead, coordinate, support, and/or conduct a gender-based analysis, including developing appropriate data collection tools and methodology in collaboration with FRI's Knowledge Management Team, data analysis and report writing
- Develop and oversee the overall implementation of the project's Gender Equality and Inclusion Strategy
- Provide guidance and support to the FRI staff members who are responsible for Change Communication and Gender Equality in developing gender equality and inclusion strategies and action plans for each country of operation
- Advise on, review and endorse all project design plans and documents, including key reports, from a gender equality and inclusion perspective and in collaboration with the Radio Craft team

- Coordinate closely with the overall Project Delivery Lead and FRI speciality teams to ensure full integration of gender equality and inclusion throughout project planning and implementation activities
- Assist project staff in integrating GEI into project management approaches

2) Support the development of a gender-responsive monitoring and evaluation system

- Working closely with the Project Evaluation Manager, develop specific Gender Equality and Inclusion indicators and targets
- Support FRI's Knowledge Management Team in data collection and monitoring the impact of project activities on women and marginalized populations; prepare reports and recommendations for program implementation
- Work with project staff as well as the Knowledge Management Team to ensure that M&E systems are established to ensure that GEI results are captured and shared internally and with relevant external stakeholders
- Facilitate the use of GEI data to promote evidence-based learning, reflection and decision making within the project

3) Develop and deliver gender equality and inclusion training and coaching opportunities for FRI staff and project partners

The Specialist, Gender Equality & Inclusion will train, coach and support FRI staff in developing their ability to integrate gender equality principles in FRI's work. This will include:

- Designing and delivering training sessions for FRI staff, partner radio stations and other partners on gender equality & inclusion
- Supporting the development of tools, systems, processes and approaches that result in gender equality and transformation, inclusion, & empowerment within the project
- Supporting Technical Officers in Cote d'Ivoire, Togo; Mali, Ethiopia, Malawi, Mozambique and Zambia concerning gender and change-oriented communication
- Supporting delivery partners to understand the role of gender equality and women's empowerment
- Serving as a resource and mentor for program staff on gender equality and inclusion approaches

4) Lead FRI's Gender Equality and Inclusion technical team

Responsible for supporting Farm Radio International's efforts to fully implement the organization-wide strategic plan portion focusing on leading in gender transformative, inclusive, rights-based Communication for Development.

- Create, maintain and evolve terms of references for FRI's GEI technical team which outlines the guidelines for implementation of GEI technical inputs
- Oversee the delivery of Gender Equality and Inclusion technical inputs and deliverables across FRI projects, including planning, monitoring and remedial actions
- Develop support resources for GEI champions in order to help them deliver GEI inputs based on standards and guidelines
- Plan and facilitate gender-related meetings with FRI's GEI Focal Points in order to support learning and knowledge sharing around gender-transformative practices

- Work with the Program Development team to ensure the integration of GEI in the design of new project proposals
- Support new project implementation planning process to integrate gender transformative approaches
- Provide inputs for FRI communications materials, including briefs, reports, web site posts/ blogs etc.
- Propose refinements to FRI's Gender Equality Policy based on the recommendation of FRI latest gender audit
- Support the development of the organizational annual GEI work plan and ensure the execution of this plan.

QUALIFICATIONS AND COMPETENCIES

Qualifications

- Degree (Master's degree an asset) in social sciences, international studies, gender equality or a related field
- Minimum of 5 years' experience, preferably in the development sector (NGOs, CSO), in women's empowerment, and/or gender equality and/or social inclusion
- Proven ability to design gender transformative approaches and strategies
- A proven track record in conducting gender analysis, preferably using participatory methodologies
- Demonstrated knowledge and skills in mainstreaming gender in program design, management/implementation, monitoring and evaluation
- Good experience in establishing gender-sensitive monitoring systems
- Good understanding and/or experience in social & behaviour change communication programming
- Good experience in project management
- High level of spoken and written English and French, Fluency an asset
- Excellent communication and writing skills, including experience of working effectively across cultures and with diverse audiences
- A team player with excellent organizational skills, who can also work independently and prioritize own workload
- Ability to work under pressure yet deliver multiple tasks on time with attention to detail and accuracy

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.