

Position Title:	Gender Equality and Inclusion (GEI) Officer
Position Duration:	1 year with a possibility of extension
Position Location:	Based at an FRI office in Africa ideally in Accra, Addis Ababa or Kampala; Abidjan or Ouagadougou
Reports to:	Gender Equality and Inclusion (GEI) Team Lead
Works closely with:	Project Delivery Lead, Program Officers, Country Representatives, Specialty Team Leads and Officers (MERL, Radio Craft, Resources, Digital Innovation)
Application deadline:	16 May 2022

BACKGROUND

Farm Radio International is a Canadian non-profit organization serving African rural communities through the innovative use of mass media, focusing on radio and mobile phones. Together with broadcasting and project partners, we reach tens of millions of small-scale farmers and people in rural areas across the continent with life-changing information and facilitate strengthening and amplifying their voices in their own development. FRI is committed to gender equality and inclusion (GEI) as we are well-placed to facilitate ongoing dialogue to contribute to the transformation of inequitable gender norms and relations of power and the advancement of human rights, especially those of women. We can also influence the extent to which radio programs enable women and people with non-normative gender identities, as well as men, to share and access information, gain and exchange practical knowledge on a wide variety of topics which contributes to transforming communities.

In April 2022, Farm Radio began implementation of a 5-year, multi-country project regarding gender inclusive nature-based climate solutions (**NBS**) with financing from Global Affairs Canada. The project will use a variety of strategies to increase awareness, knowledge and uptake of good agricultural, nutrition, health, gender and inclusion 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 Burkina Faso, Ivory Coast, Ghana, Ethiopia, Uganda and Zambia. Farm Radio has existing offices in Burkina Faso, Ivory Coast, Ghana, Ethiopia, Uganda and a strategic partnership in Zambia.

RESPONSIBILITIES

The Gender Equality and Inclusion (GEI) Officer is an integral part of the growing GEI Team, which includes a team lead and GEI focal points across FRI's offices and various teams and departments. Working closely with project implementation teams, and under the supervision of the GEI team lead, the GEI Officer will be responsible for:

1. GEI project strategy development and implementation (80%)
2. Advancing FRI's strategic intention on equality and inclusion (20%)

1. Project strategy and implementation for GEI (80%)

The GEI Officer is responsible for coordinating with project implementation and specialty teams to ensure the thorough and consistent integration of gender equality and inclusion (GEI) considerations in all aspects of project implementation **for the NBS project as well as support for other projects as required.**

- GEI **strategy development and coordination** for projects
 - Work closely with project teams and stakeholders, as appropriate, to develop strategies for gender equality and inclusion in project implementation;
 - Provide guidance and participate in implementation of GEI strategies in projects;
 - Strengthen GEI capacity of FRI staff (and radio stations) as needed (i.e. training); and
 - Support project staff to ensure meaningful engagement with local women's rights and women-led organizations (formal or informal), and other organizations representing marginalized or equity-seeking populations as relevant.
- GEI contributions to **monitoring, evaluation, research and learning (MERL)** processes
 - Coordinate, support and/or conduct gender-based+ analyses, including developing data collection tools and methodology in collaboration with the MERL team; and
 - Provide technical support in key MERL processes (e.g. formative research, methodology and tool development, writing/reviewing reports, quality control of consultant work).
- GEI contributions to **radio programming and resources** processes/products
 - Work closely with Radio Craft team members to prepare for and review radio program activities and documents (e.g. content design workshops, radio program content documents, radio station staff trainings); and
 - Work closely with Radio Resources and Radio Network team members to plan and review activities and resource documents as needed.
- Monitor and support adherence to FRI's **GEI and Safeguarding policies** in projects

2. Advancing FRI's strategic intention on equality and inclusion (20%)

The GEI Officer will support efforts toward achieving FRI's goals (strategic intentions) related to equality and inclusion, which cut across the organization's operations and programming in terms of processes and procedures. In particular, this involves participation in both the GEI Team and the Diversity, Equity, and Inclusion (DEI) Working Group:

- Assist in providing technical support to the GEI Team and DEI Working Group, including implementation of the annual work plan for the related strategic intention;
- Coordinate, design, and deliver training and learning activities for FRI staff as needed; and
- Provide inputs for communications materials as needed (e.g. briefs, reports, website).

QUALIFICATIONS

- Fluency in English **or** French and comprehension of the other are required; Bilingualism (English/French) is a strong asset
- Commitment to and significant understanding of intersectionality and human rights-based

approaches, including their application to development projects in African contexts

- Bachelor degree in gender or feminist studies, social sciences or a relevant discipline; other combinations of formal education, training and experience will be considered
- Minimum of 3 years of relevant experience in gender equality, social inclusion, etc.
- Experience working in multiple countries in sub-Saharan Africa
- Proven ability to design and implement inclusive and gender transformative approaches for projects in African contexts
- Experience establishing inclusive and gender-sensitive project monitoring systems/tools
- Proven capacity to discuss and explain ideas related to gender equality and inclusion in technical and plain language (e.g. reporting and in capacity building/community-level work)
- Understanding and/or experience with social and behavior change communication (SBCC)
- Excellent communication and writing skills, including working effectively across cultures
- Experience with online collaboration tools and methods (e.g. facilitation/training, coordination)
- Ability to prioritize in order to complete tasks under pressure with attention to detail

APPLICATIONS

FRI values diversity and inclusion. Women, people with disabilities, and members of other equity-seeking or marginalized communities are strongly encouraged to apply.

Accommodations are available on request in all aspects of the recruitment process.

To submit your application, please [use this link](#).

Only if you do not have or are unable to create a Google Account in order to fill out the application form, please email your application to jobapps@farmradio.org

Only those candidates selected for an interview will be contacted. No phone calls please.