



Mission inclusion supports innovative and mobilizing community actions in favor of the social inclusion of vulnerable or marginalized people in 14 regions of Quebec and in 12 countries around the world.

One of the few foundations in Quebec to show its solidarity at home and abroad, **Mission inclusion** supports actions resolutely focused on profound and lasting social change. It builds quality relationships with partners, many of whom have marked the social development of their countries.

Mission inclusion, in 2019, adopted a new name and programming strategy, which are a great source of motivation for its team, and is currently looking to fill the position of:

GENDER EQUALITY COORDINATOR

Nairobi, Kenya (national position staff)

JOB SUMMARY

Under the supervision of the Chief of Party, and in close collaboration with the Gender Equality and Social Inclusion (GESI) Senior Advisor based in HQ and the Gender Equality (GE) Officers based in the field offices, the GE Coordinator will develop and oversee the implementation of the Program GE strategy and provide leadership and technical support to the field teams. In that regard, the GE Coordinator will be the thematic specialist on gender equality, human rights (including women's rights) and social inclusion of people in situation of vulnerability and marginality (PSVM). The position requires to understand and be able to apply an intersectional approach and sexual and gender-based violence (SVBG), sexual and reproductive health and rights (SRHR) and positive masculinities.

PROGRAM SUMMARY

Mission inclusion, in a consortium with the International Union for Conservation of Nature (IUCN) and local partners, aims to deliver the Regenerative Seascapes for People, Climate, and Nature Program. This program is funded by Global Affairs Canada and has the objective of enhancing the physical and socioeconomic resilience of people living in coastal communities to adverse impacts of climate change in the Western Indian Ocean (WIO) region. Anchored to the WIO-led and Africa-driven Great Blue Wall (GBW) initiative, the establishment of a network of sustainable, resilient, and inclusive seascapes to reduce vulnerability to adverse impacts of climate change of 350,000 persons, including women, men and young people, living in coastal communities in Kenya, Tanzania, Mozambique, Comoros and Madagascar.

The program is built upon three key pillars: Blue Planet (conservation), Blue Nature (NbS focus), and Blue People (women's and youth leadership in the blue economy). These pillars will be supported by Blue Partnerships, serving as a cross-cutting element. Blue Partnerships pillar aim to cultivate innovative and unconventional collaborations to address climate change impacts and promoting sustainable development and to expedite the attainment of the objectives.

ROLES AND KEY RESPONSIBILITIES

- **GE Leadership & Representation:** Provide leadership on the GE aspects of the Program. Coordinate GE Officers work for harmonized Program intervention in respect to specific contexts, facilitate mutual learning and sharing of best practices and lessons learned, provide individual and group support and

mentorship. Monitor GE officers in their relations with local women's organizations, including organizational capacity building and contribution to the Program's intended outcomes. Collaborate with IUCN gender teams. Identify and participate to regional women's networks. Represent GE aspect of the Program to international and regional events and networks.

- Technical support: With crosscutting and specific perspectives, research, inform and advice on gender transformative action and women's leadership. Develop the GE strategy and action plan and coordinate its implementation, monitoring and evaluation. Support an inclusive approach in all component of the project, to encourage women's agency and leadership. Develop and update gender-based analysis plus (GBA+). Lead, support and review the production of information, education, communication, and advocacy material with evidence-based data.
- Program: Contribute to the development and review of Program deliverables (Program Implementation Plan, annual action plans, periodic reports and evaluations, etc.) and management tools for systematic integration of GE component. Coordinate, compile and write the GE section of the Program deliverable. Contribute to the feminist monitoring, evaluation, accountability, and learning (MEAL) tools and processes, as an integral part of social change. Actively participate in punctual and annual review and planning workshops. Knowledge is a source of power and project participants, especially women and vulnerable groups, must be valued as contributors and be included in restitution of collective learning.
- Capacity building: Develop and implement GE capacity building plan for team members and stakeholders to contribute to the Program results and managements. Develop GE training tools. Provide GE trainings and continuous support.
- Outreach and visibility: Develop and support the production of GE public engagement material (for local and international public), tools and events. Collect success stories, contribute to media campaign. Ensure that all produced material and events are accessible to women and vulnerable groups to include them in public activities and advance women-led perspectives and solutions and support their voice.

EDUCATION AND EXPERIENCE

- Bachelor's degree in Gender Study, International Development, Social Sciences, Climate Justice, or a relevant technical area.
- At least 5 years of experience in GE coordination or advisory roles as well as technical experience working with Programs that are of a similar scope and scale to this Program.
- At least 2 years of experience within major donor funding, including multi country grants. Knowledge of Global Affairs Canada's rules (Canada's Government), regulation and procedures preferred.
- Excellent analytical understanding and demonstrated experience/knowledge in the areas of gender, social inclusion, women's rights, youth rights and climate justice.
- Fluency in English required. French, Kiswahili and/or Portuguese a plus.
- Experience in MS Office package and Web Conferencing Applications.

KNOWLEDGE, SKILLS, AND ABILITIES

- Strong knowledge of GE thematic areas, including intersectionality, VBG, SRHR, positive masculinities, women economic empowerment, inclusive governance, and climate justice.
- Strong strategic, analytical, systems thinking, and problem-solving skills, with capacity to see the big picture and ability to make sound judgment and decisions.
- Strong relations management abilities. Ability to relate to people at all levels internally and externally. Strategic in how you approach each relationship.
- Strong training, coaching and communication skills.
- Excellent oral and written communication skills.
- Proactive, resourceful, solutions-oriented, and results-oriented.

CONDITIONS OF EMPLOYMENT

- **Remuneration:** Competitive and advantageous salary package (Based on internal Salary scale), with a full range of benefits.
- **Duty station:** Nairobi, Kenya, with up to 40% of the time travel (WIO region and international events).
- **Contract type:** fixed term contract.
- **Target start date:** As soon as possible.

HOW TO APPLY

Interested and qualified candidates should follow the instructions below:

- Send their resume and a cover letter, both in English, by email only, to HR-RH.international@missioninclusion.ca.
- In the subject line of the email, use the position name "Gender Equality Coordinator".
- Name their documents as follows: "Firstname Lastname_Resume" and "Firstname Lastname_Cover Letter".
- The application deadline is July 25, 2023, at 00:00 Eastern Africa Time.

Only those selected for an interview will be contacted.

Human Resources Department / Mission inclusion

Website: <https://missioninclusion.ca/>

Email: HR-RH.international@missioninclusion.ca

Mission Inclusion is an inclusive workplace that embraces accessibility, diversity, and equality. At any time during the recruitment process, as long as it meets the requirements of the position, a candidate may request an accommodation. Mission Inclusion applies a non-discriminatory approach to recruitment and promotes a diverse workforce