



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:

ORGANIZATIONAL DEVELOPMENT ADVISOR – REGENERATIVE SEASCAPES*

Nairobi, Kenya (national only)

JOB SUMMARY

Under the supervision of the Chief of Party and in close collaboration with the project countries' teams, the Organizational Development Advisor will contribute to building the capacity, resilience, and effectiveness of the Program's local partners. These partners include grassroots conservation organizations, women's organizations, and networks. He/She will ultimately support to enhance their ability to deliver sustainable conservation initiatives, promote gender equity, and address the challenges posed by climate change and the blue economy.

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

- **Conduct Organizational Capacity Assessments:** Work closely with local partners to assess their existing organizational capacities across various areas, including project management, monitoring and evaluation, accountability and learning, financial and administrative management, procurement, and gender equality. Use appropriate tools and methodologies to identify strengths, weaknesses, and areas for improvement.

- **Co-develop Workplans:** Collaborate with each local partner to co-develop tailored organizational development and strengthening workplans, which must outline specific strategies, activities, and milestones that address the identified capacity gaps. Revise the workplans annually in consultation with the partners to ensure they remain relevant and responsive to evolving needs.
- **Provide Technical Training, Coaching, and Coordination:** Offer hands-on technical training and coaching support to enhance the skills, knowledge, and competencies of local partner staff. This may involve addressing capacity gaps directly or coordinating with local consultants to provide specialized expertise. The goal is to empower partners with the necessary tools and knowledge to manage projects effectively, implement monitoring and evaluation systems, improve financial management practices, and mainstream gender considerations.
- **Policy and Institutional Development:** Collaborate with local consultants, as necessary, to review, develop, and revise policies, procedures, and institutional documents of the local partners. Ensure alignment with best practices, legal requirements, and organizational goals. Provide guidance and support to partners in implementing and institutionalizing these policies and procedures.
- **Network Identification and Accompaniment:** Identify relevant networks and platforms in the region that can support the growth and development of local partners. Facilitate connections and accompany partners in engaging with these networks, fostering collaboration, knowledge sharing, and resource mobilization. Foster strong working relationships and collaborations with external stakeholders, including government agencies, NGOs, and academic institutions, to leverage resources, share knowledge, and foster synergies
- **Monitoring:** Monitor and track the progress of organizational development initiatives, providing regular updates, reports, and recommendations. Collaborate with the Monitoring, Evaluation, Accountability, and Learning (MEAL) team to develop appropriate measurement tools to assess the progress and impact of capacity building interventions. Ensure that data collection methods and indicators align with the program's objectives and enable effective monitoring of partner organizations' capacity growth and development.
- **Support to Headquarter:** Collaborate with the HQ office to provide necessary support and guidance to local partners across various project locations. Ensure effective coordination, information sharing, and alignment with the program's overall objectives.

EDUCATION AND EXPERIENCE

- Bachelor's degree in a relevant field such as international development, organizational management, or a related discipline.
- Training in organization/association management (or a combination of training and relevant experience), law degree a plus.
- At least 5 years of experience with grassroots organizations or social economy enterprises (governance structure, start-up assistance, business plan development, etc.);
- Fluency in English and in French is required. Portuguese a plus.
- Experience in MS Office package and Web Conferencing Applications.

KNOWLEDGE, SKILLS, AND ABILITIES

- Demonstrated knowledge of grassroots management, barriers, and gaps.
- Knowledge of the Western Indian Ocean region context and cultural standards.
- Knowledge of gender equity, climate change adaptation and blue economy, a plus.
- Training or experience in capacity building and training methodologies.
- Training and coaching skills required.

- Excellent interpersonal and communication (written and oral) skills.
- Training in effective communication and facilitation techniques is valuable.
- 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 " Organizational Development Advisor ".
- 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