



Mission inclusion supports innovative and mobilizing community actions in favour 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 demonstrate its solidarity at home and abroad, **Mission inclusion** supports actions that are resolutely focused on deep and lasting social change. It establishes 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 is a great source of motivation for its team, and is currently looking to fill the position of:

BLUE ECONOMY OFFICER

Mombasa, Kenya (for nationals only)

JOB SUMMARY

Under the supervision of the Seascope manager, the person in charge of the "Blue Economy for Women" component will aim to ensure the coordination of all the activities for the economic empowerment of women and youth living in coastal communities by actively involving them in sustainable economic initiatives, respectful of nature and aimed at the conservation and restoration of marine and sea-related resources. The person will have to contribute significantly to promising sectors' identification for women and people in vulnerable situations and develop strategies to integrate them at different levels of value chains within the blue economy. The person will also set up a mentorship program, work with stakeholders for the training of women and youth, and set up incubators and navigators for the development of innovation and prospects for scaling up women's economic initiatives that respect nature. Finally, the person will play an important advocacy role to contribute to the reduction of socio-cultural and structural barriers and strengthen the capacities and voices of women in coastal communities for their integration into these promising value chains in blue economy.

PROGRAM SUMMARY

Mission inclusion, in partnership with International Union for Conservation of Nature - IUCN and local partners, aims to implement the Regenerative Seascapes for People, Climate, and Nature Program. This Program is funded by Global Affairs Canada (GAC) and aims to strengthen the physical and socio-economic resilience of populations living in coastal communities to the negative impacts of climate change in the Western Indian Ocean (WIO) region. Anchored in the Great Blue Wall (GBW) initiative, it aims to establish a network of sustainable, resilient and inclusive seascapes to reduce the vulnerability to climate change's negative impacts for 350,000 people, including women, men and youth living in coastal communities in Kenya, Tanzania, Mozambique, Comoros and Madagascar.

The ambitious 2.5-year Program is based on three fundamental pillars: Blue Planet (conservation), Blue Nature (with a focus on gender responsive Nature-Based Solutions – NBS) and Blue People (empowering women and youth leadership in the blue economy). These three pillars will also be supported by a transversal approach around Blue Partnerships, which aims to foster innovative and unconventional collaborations to address climate changes' impacts, promote gender responsive and sustainable development and accelerate the achievement of the Program's objectives.

KEY ROLES AND RESPONSIBILITIES

Under the responsibility of the Seascope Manager component and regional service providers. The person responsible for the regenerative blue economy for women will support the significant achievement of the project's expected results in the targeted communities:

- **Research:** Contribute to scientific research on sustainable value chains with high potential for inclusion; Collaborate on data production for sustainable economic opportunities and structural and socio-cultural barriers that women and people in marginalized situations may encounter. Support a participatory approach to collecting information and sharing this data within communities in close collaboration with technical service providers who will be recruited to conduct prospective studies of value chains with higher potential.
- **Development of Regenerative Blue Economy activity plans and actions:** Design inclusive strategies and action plans to integrate women into broader sea-based approach, sea-related economic activities, while considering their specific needs, local expertise and any barriers including structural and sociocultural/others. Ensure the coherence of value chain development related to nature conservation and restoration activities.
- **Strengthening women's entrepreneurship in the blue economy:** Develop and supervise the implementation of the training program adapted to women's needs, in close collaboration with the providers' technical specialists and the women organization. Co-create workshops and awareness-raising activities for women and men in the community, to strengthen women's entrepreneurial skills, their understanding of marine conservation issues and their active participation in economic activities and foster community support for women's activities. Establish a mentorship program with women leaders; Support the creation and development of income-generating groups of women and/or local businesses with high potential.
- **Network Development:** Establish and maintain partnerships with local organizations, businesses, financial service providers, Private sector, NGOs and other relevant stakeholders to create a strong network of support for women's economic initiatives within the blue economy and other related sectors.
- **Access to Resources:** Facilitate and support women's and youth's access to the resources needed to start and grow their businesses, including access to finance, finance literacy skills, equipment, infrastructure and markets.
- **Monitoring and Evaluation:** Establish monitoring mechanisms to assess the impact of regenerative blue economic initiatives on women and youth and their sustainability in coastal and marine resources's management. Adapt strategies based on results. Contribute to the monitoring and evaluation mechanisms of the ReSea program, including the monitoring of the Women's Empowerment Index.
- **Advocacy and Communication:** Participate in advocacy initiatives to promote gender equality and women's economic empowerment in the blue economy sector. Contribute to communication activities in partnership with the Communication and Advocacy Coordinator.
- **Project Management:** Work collaboratively with the project team at local and regional level to ensure coherence between all project activities, efficient resource management, timeliness and achievement of regenerative blue economy for women & other marginalized groups' objectives.

EDUCATION AND EXPERIENCE

- University degree in economics, sustainable development, project management, marine sciences, natural resource management, environmental science or humanities or related field.
- At least 5 years of experience in a project or program management position related to women's economic empowerment and justice (income-generating activities, development of inclusive value chains, sustainable market management systems and approaches)

- Experience in promoting the integration of women in the blue economy (an asset)
- Expertise in equality, gender-transformative approach and social inclusion
- Experience of implementing a project in coastal communities in Kenya
- Fluency in English and Swahili is a requirement
- Experience in MS Office package (Outlook, Teams, Office suite) and web conferencing applications.

KNOWLEDGE, SKILLS AND ABILITIES

- Strong organizational skills, ability to coordinate and establish partnerships with a range of actors (community leaders, economic sector, authorities, researchers and other actors).
- Women-friendly training, development and mentoring skills
- Strong understanding of gender, marine conservation and sustainable development issues.
- Intercultural communication and capacity-building skills.
- Ability to work in a team, build partnerships and engage stakeholders.
- Ability to work in remote and sometimes challenging community contexts.

CONDITIONS OF EMPLOYMENT

- Duty Station: Mombasa, Kenya, with frequent travel across the Kenya Coast and with 20% of travel (Nairobi & regional or international events)
- Contract: Fixed-term contract, of 2.5 years
- Starting date: As soon as possible, by mid-October 2023.

HOW TO APPLY

Interested and qualified candidates should follow the instructions below:

- Send their resume and cover letter, IN ENGLISH, only by email, to HR-RH.international@missioninclusion.ca.
- In the subject line of the email, indicate the name of the position "Blue Economy Officer_Kenya".
- Name their documents as follows: "First Name Curriculum Vitae" and "First Name Letter of Motivation".
- The deadline for applications is October 6th, 2023, at 0 a.m. local time in Kenya.

Only those selected for an interview will be contacted.

Human Resources Department/Mission inclusion

Site Web: <https://missioninclusion.ca/en/career/>

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, provided they meet the requirements of the position, a candidate may request accommodation. Mission Inclusion takes a non-discriminatory approach to recruitment and fosters a diverse workforce.