



**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 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 OFFICER**

### **Tanga, Tanzania (national position staff)**

#### **JOB SUMMARY**

Under the supervision of ReSea Seascape manager, and in close collaboration with the Gender Equality Coordinator based in Nairobi, the GE Officer will implement the Gender Equality strategy and provide leadership and technical support to the field teams and the women's organization partners. In that regard, the GE Officer will be the thematic specialist on gender equality for the seascape and national level. The GE Officer will be responsible to provide best practices and context-adapted approach for gender transformative actions and activities, social inclusion and inclusive governance in a context of climate change, conservation, and restoration of nature and blue economy. The position requires the understanding and implementation of an intersectional approach and sexual and gender-based violence (SGBV), sexual and reproductive health and rights (SRHR) and positive masculinities.

#### **PROJECT SUMMARY**

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

This ambitious 2.5-year Project is based on three fundamental pillars: Blue Planet (conservation), Blue Nature (with a focus on 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 cross-cutting approach around Blue Partnerships, which aims to foster innovative and unconventional collaborations to address the impacts of climate change, promote sustainable development, and accelerate the achievement of the Project's objectives.

#### **ROLES AND KEY RESPONSIBILITIES**

- **GE Leadership and Representation**: Provide leadership on the GE aspects of the Project in Kenya. Facilitate mutual learning and sharing of best practices and lessons learned in the team, with partners

and other project's area of representation, provide support to partners. Represent GE aspect of the Project to international and regional events and networks.

- **Technical support:** Work in collaboration with local women's organizations, including developing organizational capacity building and contribution to the Project's intended outcomes. Collaborate with IUCN specialized teams. Identify and participate to national women's networks. With cross-cutting and specific perspectives, research, inform and advice on gender transformative action and women's leadership. Implement the GE strategy and action plan and coordinate its implementation, monitoring and evaluation. Support an inclusive approach in all components of the project, to encourage women's agency and leadership and the inclusion of targeted social groups. 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.
- **Project:** Contribute to the development and review of Project deliverables (Project Implementation Plan, annual action plans, periodic reports and evaluations, etc.) in the seascape and management tools for systematic integration of GE components. Coordinate, compile and write the GE section of the Project 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 a capacity-building plan for the members of the team and stakeholders to contribute to Project results and management in the seascape. Develop training processes to foster the adoption of the Gender Equality (EG) approach in the Project (needs assessment, tools, training and facilitation, training follow-up, ongoing support, etc.). Promote exchanges and learning among the various seascapes targeted by the ReSea Project.
- **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 the 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 3 years of experience in GE advisory and technical roles.
- A previous experience within major donor funding, including multi-country grants. Knowledge of Global Affairs Canada's rules (Canada's Government), regulation and procedures preferred. Working with projects of a similar scope and scale to this Project.
- 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 is required.
- Experience in MS Office package and Web conferencing applications.

## KNOWLEDGE, SKILLS, AND ABILITIES

- Strong knowledge of GE thematic areas, including intersectionality, GBV, SRHR, positive masculinities, women's economic empowerment, inclusive governance, and climate justice.
- Strong strategic, analytical, systems thinking and problem-solving skills, with the ability to see the big picture and make sound decisions.
- Strong relations management abilities. Ability to build relationships with people at all levels, both internally and externally. Strategic approach to each relationship.

- Strong training, coaching and communication skills.
- Excellent oral and written communication skills.
- Proactive, resourceful, solutions-oriented, and results-oriented.

### CONDITIONS OF EMPLOYMENT

- Duty Station: Tanga, Tanzania with frequent travel across the Tanga–Pemba Seascape/Coast and with 20% of travel (National & International events)
- Type of contract: Fixed-term contract of 2.5 years.
- Starting date: As soon as possible, before the end of November 2023.

### 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](mailto:HR-RH.international@missioninclusion.ca) and name their documents as follows: "First name Last name\_Resume" and "First name Last name\_Cover Letter".
- Please, include "GE\_Seascape\_Tanzania" in the subject line of the email.
- The application deadline is 30 October 2023, at 0 a.m. in Tanzania.

**Only those selected for an interview will be contacted.**

***Human Resources Department/Mission inclusion***

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

Email: [HR-RH.international@missioninclusion.ca](mailto: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.*