



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 9 countries around the world.

One of the few foundations in Quebec (Canada) 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. Recently, an office was opened in Kenya to pursue the operations in the West Indian Ocean region.

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:

CHIEF OF PARTY

Nairobi, Kenya

National and international recruitment

JOB SUMMARY

Under the supervision of the Project Director and in collaboration with the Senior Project Manager in Montreal in Canada (Québec), the Chief of Party (CoP) will lead the project, ensuring an integrated approach among diverse partners and emphasizing the achievement of the project's objectives and results. The CoP will guide technical strategies, particularly for the blue economy and economic empowerment component of the project, integrating feminist and social inclusion principles throughout. The CoP is responsible of identifying and mitigating issues related to project implementation, emphasizing gender-responsive solutions and inclusive strategies. The individual will serve as principal liaison between the consortium (Mission inclusion and IUCN ESARO) and stakeholders, highlighting the importance of a feminist approach, significant coordination skills, and experience in inclusive and sustainable environmental value-chains. Additionally, the CoP will represent Mission inclusion in Kenya and across the Western Indian Ocean (WIO) region. The CoP is also responsible of the good management of Mi regional teams and regional operations in Kenya.

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, Climate, and Nature Project. This project is funded by Global Affairs Canada (GAC) and aspire 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 strives 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-year project 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 change impacts, promote gender-responsive and sustainable development and accelerate the achievement of the Project's objectives.

KEY ROLES AND RESPONSIBILITIES

- **Leadership & Representation:**
 - Provide visionary leadership, incorporating feminist values to drive the project's strategic direction;
 - Lead all aspects of the implementation and consolidation of the project, ensuring project activities foster gender equality and social inclusion and serve as the primary point of contact;
 - Manage and oversee project execution within the framework of the consortium agreement with IUCN, promoting a culture of transparent collaboration and nurturing constructive, positive relationships among all stakeholders;
 - Promote transparent collaboration, cultivating positive relationships with a feminist ethic, emphasizing mutual respect and equality;
 - Create and sustain an inclusive work environment, championing feminist principles, encouraging diverse perspectives, and fostering a culture where all team members feel valued and heard;
 - Represent the project to international and regional events.
- **Project:**
 - Support the team to ensure the project's activities are implemented with a feminist lens, ensuring they promote gender equality and empower all community members, especially marginalized groups to deliver expected outcomes;
 - Guarantee the timely and high-quality submission of deliverables, encompassing results, budget adherence, and strategies for gender equality and sustainability in accordance with donor specifications;
 - Facilitate efficient coordination and governance between Mission inclusion's HQ, IUCN ESARO and seascapes levels and ensure effective governance mechanisms are in place;
 - Coordinate and lead project's reports, work plans, monitoring and evaluation plan, project communication materials at the regional level and support external and internal project documents (when required);
 - Support the Gender coordinator in ensuring a strategic and technical approach on gender equality and social inclusion, environment and nature-based solution, blue economy and feminist empowerment.
- **Safety & Security:**
 - Proactively manage and mitigate risks, monitoring national and regional developments that could impact office, staff and programming;
 - Ensure all staff understand and adhere to staff safety and security policies and protocols, updating these as necessary.
- **Staff management:**
 - Oversee the development of staffing plans and the recruitment process of staff;
 - Coach, train, supervise, and mentor direct-report staff, setting clear expectations, performance objectives, and providing regular constructive performance feedback;
 - Oversee a diverse team across several countries from the WIO, promoting staff care and well-being and modeling healthy work-life balance practices;
 - Encourage a management style that empowers all team members, promoting professional growth and ensuring equitable opportunities;
 - Ensure strict compliance within the team with Mission's inclusion internal policies and code of conduct, through regular monitoring, training, and practice updates, with the team support.
- **Operation management:**
 - Promote and uphold a commitment to the efficient use of **Mission inclusion** and donor resources;

- Ensure compliance with the donor's requirements and regulations, including financial tracking and oversight of partner budgets, finance, administration, reporting and compliance with internal policies regarding corruption;
- Validate and approve expenses attributed to the project, in accordance with the approved budget and appropriate supporting documentation;
- Oversees the development of regional and seascape's annual workplans and budgets.
- **Coordination:**
 - Foster partnerships and collaborations that align with feminist principles, ensuring that relationships with regional authorities, stakeholders, contractors, and partner organization (in the region) reflect mutual respect, transparency, and equality.

EDUCATION AND EXPERIENCE

- Master's degree in International Development, Project Management, Environmental Sustainability, Economic Development, Conservation, or any relevant technical area with a focus or specialization in Gender Studies, Women's Studies, or Social Inclusion considered an asset.
- At least 12 years of experience in relevant management and supervisory roles with a strong background in projects that incorporate a feminist approach and address issues of similar scope and scale to this project.
- At least 7 years of experience managing donor funds, particularly in multi-country contexts with a comprehensive understanding of GAC's rules, regulations, and procedures, and a proven record of integrating gender and social inclusion principles in project management.
- Experience managing consortia-led grants with a track record of engaging partners and strengthening partnerships through a feminist and inclusive lens.
- Fluency in English and French is required. Kiswahili and/or Portuguese a plus.
- Experience in MS Office package, Web Conferencing Applications, and information and budget management systems.

KNOWLEDGE, SKILLS, AND ABILITIES

- Demonstrated ability to lead large climate change adaptation, conservation, or community-based development projects in consortium and multiple countries.
- Deep understanding and experience in implementing feminist approaches, gender equity, and social inclusion within environmental and community development projects, and experience in inclusive and sustainable environmental value-chain (NbS).
- Demonstrated ability to promote gender equity, valuing diverse perspectives, and integrate intersectionality into collaborative initiatives.
- Proficient in employing a feminist approach and collaborating effectively with diverse partners to foster an inclusive and gender-sensitive work environment.
- High emotional intelligence, with the ability to lead diverse and multidisciplinary teams, offering coaching and support in multicultural work environments.
- Team leadership abilities with diverse/multidisciplinary teams. Coaching skills. Comprehension of multi-cultural work environment.
- Excellent oral and written communication skills. Strong communications and presentation skills (including for high-levels events). Ability to develop tailored and persuasive messaging for varied audiences.
- Proactive, resourceful, solutions-oriented, and results-oriented.

CONDITIONS OF EMPLOYMENT

- Duty Station: Nairobi, Kenya, with 20% of travel

- Contract: Fixed-term contract of 18 months, with the possibility of an extension
- Starting date: As soon as possible.

HOW TO APPLY

Interested and qualified candidates should follow the instructions below:

- Send their resume and cover letter both in English and French, by email only, to HR-RH.international@missioninclusion.ca and name their documents as follows: " Full name_Resume" and "Full name_Cover Letter".
- Please, include "Chief of Party_Kenya" in the subject line of the email.
- This is an ongoing process, and the application will be closed when fulfilled.
- Please refer to Josyane Perreault-Guité (jperreault@missioninclusion.ca) if you have any questions.

Only those selected for an interview will be contacted.

Website: <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.