



**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 (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.

**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:

## **MEAL and Gender Equality Officer** **Duty Station: Mombasa, Kenya (national position staff)**

### **JOB SUMMARY**

Under the administrative supervision of the Mombasa Seascope Manager and technical supervision of the MEAL and the Gender Equality Coordinators based in Nairobi, the MEAL and Gender Equality Officer will lead monitoring, evaluation, accountability, and learning processes and ensure mainstreaming of the Gender Equality integration in project activities. This role will provide leadership and technical support to field team and women's organization partners at Seascope level, serving as the MEAL and Gender Officer at the seascope level. The officer will be responsible for delivering best practices and context-adapted approaches for gender transformative actions, social inclusion, and inclusive governance in the context of climate change, conservation, nature restoration, and blue economy. Additionally, they will oversee data collection, analysis, and reporting to ensure project effectiveness. This position requires an understanding and implementation of intersectional approaches, addressing sexual and gender-based violence (SGBV), sexual and reproductive health and rights (SRHR), and promoting positive masculinities, while also integrating robust MEAL practices throughout the project lifecycle.

### **PROJECT SUMMARY**

**Mission inclusion**, in partnership with International Union of Conservation of Nature (IUCN) and local partners, aims to implement the Regenerative Seascapes for People, Planet, and Nature Program. This project 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 the negative impacts of climate change for 350,000 people, including women, men and youth living in coastal communities in Kenya, Tanzania, Mozambique, Comoros and Madagascar.

The ambitious 3-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 transversal approach around Blue Partnerships, which aims to foster innovative and unconventional collaborations to address the climate change's impacts, promote sustainable development and accelerate the achievement of the project's objectives.

### **ROLES AND KEY RESPONSIBILITIES**



### **Monitoring, Evaluation, Accountability and Learning (MEAL) (70%)**

- Conduct and coordinate regular data collection in the field
- Analyze data to assess progress towards project objectives
- Contribute to periodic reports on project progress and achievements
- Provide recommendations to improve project implementation
- Facilitate the identification and diffusion of project impacts, results, and best practices
- Build capacity of local partners in monitoring and evaluation
- With the Gender Equality & MEAL Coordinator and feminist organizations, develop and implement context-specific complaints and feedback mechanisms, including our Protection from Sexual Exploitation and Abuse (PSEA) policy.
- Contribute to feminist MEAL tools and processes as an integral part of social change
- Ensure inclusive participation in project evaluation and learning processes
- Ensure the integration of GE components in all project deliverables, including:
  - Project Implementation Plan
  - Annual action plans
  - Periodic reports and evaluations
  - Seascape management tools
- Conduct gender-focused evaluations at the end of the project cycle to ensure gender equality objectives are met.
- Set up accountability frameworks where beneficiaries can provide feedback on the project's impact, ensuring that these mechanisms are accessible to all genders.
- Ensure the proper documentation and reporting of the gender-specific outcomes of the project.

### **Gender Equality Integration and Technical Support (30%)**

- Working collaboratively with the Women Rights Organization to ensure gender and inclusion mainstreaming in the Project in the Kilifi seascape in Kenya.
- Facilitate mutual learning and sharing of best practices within the team, with partners, and across project areas.
- Collaborate with local women's organizations, supporting their capacity building and contribution to project outcomes.
- Engage with IUCN specialized team at Seascape to integrate their expertise into project activities.
- Identify and participate in national women's networks to strengthen project impact.
- Develop, update, and apply gender-based analysis plus (GBA+) to all project components.
- Assist in the production and review of gender-sensitive information, education, communication, and advocacy materials.
- Assist to coordinate, compile, and author the GE sections of Seascape project deliverables.
- Assist to develop the production of GE public engagement materials and events, ensuring accessibility for women and vulnerable groups.

## **EDUCATION AND EXPERIENCE**



- Bachelor's degree in project management (Monitoring and Evaluation), Gender study, International Development, Social Sciences, or a relevant technical area.
- At least 3 years of experience in Monitoring and Evaluation, GE advisory and technical roles.
- 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**

- Proven proficiency in project Monitoring, Evaluation, Accountability and Learning thematic areas including application of feminist MEAL principles.
- 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.
- Proficiency in quantitative and qualitative data management and analysis. Advanced skills in data processing applications such as SPSS, STATA, Excel and KoBo Collect are preferred.
- 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.
- Ability to work as part of a team and to establish relations with various partners.

### **CONDITIONS OF EMPLOYMENT**

- Duty Station: Mombasa, Kenya, with 20% of travel (Nairobi, regional and/or international events).
- Contract type: Fixed-term contract until December 31<sup>st</sup>, 2025, with a possibility of extension.
- Work schedule: 40 hours per week, with a flexible schedule and the possibility of remote work.
- Compensation: Entry-level annual salary based on our salary scale and ranging from \$CAD 25 831 to \$CAD 28 583, depending on experience and qualifications.
- Benefits: Group insurance and pension scheme.
- Starting 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](mailto:HR-RH.international@missioninclusion.ca) and name their documents as follows: " Full name\_Resume" and "Full name\_Cover Letter".
- Please, include "GENDERMEAL\_Kenya" in the subject line of the email.
- The application deadline is April 20th, at 11:59p.m., local time in Kenya.

**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 accommodation. Mission Inclusion applies a non-discriminatory approach to recruitment and promotes a diverse workforce.