

## Global Alliance for Improved Nutrition

<b>Job title:</b>	Gender Advisor - Global
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<b>Classification:</b>	Grade 5	<b>Direct reports:</b>	0
<b>Work location</b>	New Delhi, India or London, UK	<b>Travel required:</b>	Up to 25%

The Global Alliance for Improved Nutrition (GAIN) is a Swiss-based foundation launched at the UN in 2002 to tackle the human suffering caused by malnutrition. Working with both governments and businesses, we aim to transform food systems so that they deliver more nutritious food for all people. In particular, we aim to make healthier food choices more desirable, more available, and more affordable. GAIN's mission is to advance nutrition outcomes by improving consumption of nutritious and safe food for all people, especially the most vulnerable to malnutrition.

Gender relations and the unequal power held by men and women affect and are affected by interactions within households, communities, markets, and food systems. Indeed, gender inequality and women's disempowerment are root causes of malnutrition. Furthering gender equity is thus central to achieving GAIN's goal of improving nutrition, particularly for the most vulnerable.

DESCRIPTION
<p><b>Overall purpose</b></p> <p>The position is responsible for leading on the development of tools, standards, and mechanisms for tracking progress and impact from mainstreaming gender across GAIN's portfolio of work across its Asian and African programme offices.</p> <p>The appointed candidate will develop and drive the implementation of practical and meaningful tools and standards for considering gender throughout the project lifecycle. This includes tools to facilitate the substantive integration of gender into activities and evaluating and tracking impact. They will advise staff with varying degrees of expertise in gender on the application of these tools, across programme areas.</p> <p>The candidate will develop complementary standards to track progress towards gender mainstreaming at the institutional level, including targets and systems for tracking the portfolio of gender-focused programming, impacts, and resource allocation. They will periodically report on institutional progress to the Senior Management Team and the Board.</p> <p>The candidate will have an excellent understanding of prevailing academic and programmatic good practices for tracking and evaluating gender equitable programming in nutrition, food security, business/entrepreneurship/finance, policy and advocacy, and related programme areas.</p> <p>The appointed candidate will contribute to global understanding of gender and nutrition/food systems in representing GAIN in global fora and communicating/advocating to external audiences, as well as building strategic relationships with regional partners including policymakers and NGOs.</p>

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### Tasks and responsibilities

#### Strategic and organizational support:

- Develop, integrate and employ a monitoring system for gender at institutional and project levels—in collaboration with Programme Monitoring and Improvement Lead—and report regularly to staff and the board.
- Update gender strategy and advise on other relevant strategies, as needed.
- Develop and communicate common non-jargony terminology on gender throughout GAIN.
- Advise on fundraising opportunities and integrate gender into proposals.

#### Support to projects:

- Develop tools, standards, and mechanisms for integrating gender considerations into projects (in particular, for the Making Markets Work 2 portfolio); including tools and standards for budgeting & monitoring and identification of standard outcome and impact indicators.
- Collaborate with project teams to ensure the usefulness and practicality of the tools and mechanisms throughout the project lifecycle in order to help to build the in-house use, expertise and capacity
- Based on existing context-specific evidence, consult with project teams to provide tailored technical advice on how to incorporate gender considerations into results tracking and evaluations.
- Periodically assess progress on gender mainstreaming and advise Senior Leadership Team to course correct when necessary.

#### Communications and advocacy:

- Identify and lead opportunities to generate and disseminate global public goods (e.g., tools, publications, and papers in GAIN paper series, among others).
- Represent GAIN in global and country events focused on gender and nutrition or food systems.
- Advise on integrating gender into policy and external relations outreach, and support advocacy initiative to improve the enabling environment around gender.
- Convene meetings, events, dialogues with government actors and other partners.

### Key organisational relationships

- Senior Technical Specialist, Gender Lead (line manager)
- Theme Lead, Inclusive and equitable food systems
- Programme Monitoring and Improvement Lead
- Country-based Heads of Programmes, Project Managers and Policy Advisers
- Senior Leadership Team and Development Office

## JOB REQUIREMENTS

### Competencies

- Excellent understanding of measuring and monitoring gender equitable outcomes, women's empowerment/agency, and related topics in projects.
- Strong M&E, data management/analysis skills ideally with qualitative and quantitative data methods
- Experience writing analytical documents and reports

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- Excellent understanding of nutrition and food systems concepts and measurement/monitoring.
- Excellent writing, public-speaking and presentation skills (for non-expert and expert audiences) with the ability to present complex information to diverse audiences
- Ability to identify and lead opportunities to generate and disseminate global public goods (e.g., tools, publications, and papers in GAIN paper series, among others).
- Demonstrated in-depth understanding of programme issues and advocacy work at organizational, national and international levels.
- Excellent teamwork, and relationship-building skills.
- Excellent communication skills, especially communicating technical content to multi-disciplinary teams with varying levels of technical knowledge.
- Ability to prioritize, multi-task, and work well independently under pressure to meet deliverables and deadlines.
- Self-motivated, proactive, and solution-oriented with a commitment to quality and accuracy
- Full command of Powerpoint, MS Excel, Word and Outlook
- Exposure and understanding of project management components (project management lifecycle etc.)

### Experience

- Extensive experience in gender programming in Low- and Middle-Income Countries within nutrition, food security, policy, advocacy and/or related programme areas, providing technical support, research, or evaluation (ideally within the international development, civil society, NGO sector)
- Demonstrable experience integrating new concepts and working with project / programme staff and multi-disciplinary teams at varying levels
- Proven stakeholder management experience with key donors, government and/or policy-makers and internal and external stakeholders is preferable
- Experience in coordination and advocacy
- Experience in capacity building and knowledge management across multi-disciplinary teams
- Demonstrated success in working in multi-sectoral programmes and multi-cultural settings
- Experience in resource mobilisation activities (i.e fundraising)

### Education

- Masters' degree in Gender Studies, Economics, Nutrition, Sociology, Development, or related field.

### Other requirements

- Fluency in English essential (written and spoken)
- Fluency in French, Portuguese, or another second language is an asset
- Work experience related to 2 or more countries where GAIN works

### WHAT GAIN OFFERS

- Flexible working hours
- Friendly working environment
- Professional development opportunities