

Global Alliance for Improved Nutrition

Job title:	Gender Advisor (Africa)
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Classification:	Grade 5	Direct reports:	0
Work location	Nairobi, Kenya & Kampala, Uganda	Travel required:	Up to 30%

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>Overall purpose</p> <p>The position is part of a team responsible for supporting the integration of GAIN's strategic gender objectives into all aspects of its work. This mainstreaming agenda, facilitated by GAIN's Gender Lead, is comprised of two workstreams: programmatic and institutional. This role is responsible for accelerating GAIN's process of integrating a gender focus into all steps of project implementation (project design, implementation, and monitoring). This is a relatively new role that will allow the postholder to help define how GAIN contributes to gender equity through project activities.</p> <p>The appointed candidate will be a thought-leader and adviser to GAIN's Africa-based teams as they develop and implement projects; they will be responsible for providing the technical guidance and tools to ensure a gender-lens is applied and gender considerations integrated into activities. The appointed candidate will rely on their previous programmatic experience implementing nutrition programs with a gender focus and their strong grasp of extant evidence on best practices in Africa.</p> <p>The appointed candidate will be the point-person and technical advisor on gender for project teams across 6 countries in Sub-Saharan Africa, implementing large-scale collaborative multi-sectoral nutrition programmes. In addition, they will utilise project data to document and present successful examples of gender integration, internally and externally. External engagement will also include building strategic relationships with regional partners including government decision makers and NGOs.</p>

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Tasks and responsibilities

Ensure gender is substantively integrated into GAIN's Africa programmes:

- Provide technical guidance to GAIN and CARE consortium teams in 6 countries – Benin, Ethiopia, Kenya, Mozambique, Nigeria, and Uganda – s on integrating gender considerations into all aspects of the project lifecycle. This includes improving theories of change to reflect gender objectives set by programme, reviewing activity plans, identifying appropriate gender indicators, and advising evaluations.
- Identify a set of gender assessment methodologies and tools and advise country teams on appropriate application.
- Lead on the development of a gender monitoring framework—in cooperation with the Programme Monitoring and Improvement Lead— that tracks gender equitable outputs and outcomes.
- Provide advice to Country Directors and Project Managers and build capacity of country teams to effectively employ the monitoring framework in their project portfolios.
- Track project data on gender and periodically review progress on gender-focused outputs and outcomes and advise course correction when necessary.

Strategic and organizational support:

- Represent GAIN in meetings with donors and partners.
- Engage programme staff on gender through launching and facilitating a gender technical advisory group
- Document lessons and successes on gender by analysing project data, to highlight and reward positive cases of substantively integrating gender into activities.
- Advise on organizational strategies and policies as they relate to gender mainstreaming in the project lifecycle.

Communications and advocacy:

- Advise country policy teams on where they can and should integrate gender into advocacy initiatives 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.

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JOB REQUIREMENTS
<p>Competencies</p> <ul style="list-style-type: none"> • Excellent grasp of programmatic evidence from Africa on how to bring a gender focus to food and nutrition projects. • Excellent writing, public-speaking, and presentation skills (for non-expert and expert audiences). • Strong M&E, data management skills ideally with qualitative and quantitative data • Experience writing analytical documents and reports • Excellent understanding of measuring and monitoring gender equitable outcomes, women's empowerment/agency, and related topics in projects. • Demonstrated in-depth understanding of programme issues and advocacy work at organizational, national, and international levels. • Excellent understanding of nutrition and food systems concepts and measurement/monitoring • Excellence in communication and relationship-building to facilitate successful working relationships with multi-cultural and multi-disciplinary teams. • 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). • Drawing from your past experiences you will need to have the ability to be a facilitator of change, as well as introducing and implementing new process that will require buy-in from internal and external stakeholders. Therefore, you will need to demonstrate your influencing skills on gender advisor topics related to nutrition. • The postholder should also be able to demonstrate how to use existing tools and approaches as well as identifying new and innovative ways of carrying out key tasks to perform the role. Therefore, the ability to think outside of the box and think critically will be of paramount importance.
<p>Experience</p> <ul style="list-style-type: none"> • Extensive hands-on experience in gender programming, implementing, managing, and/or providing technical assistance to programs in Low- and Middle-Income Countries (ideally within the international development, civil society, NGO sector) • Proven field work experience in multiple Sub-Saharan African countries • Demonstrable experience working with project / programme staff and multi-disciplinary teams at varying levels. Proven stakeholder management experience with key donors, government, and/or policymakers 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 working in multi-sectoral programmes and multi-cultural settings
<p>Qualifications</p> <ul style="list-style-type: none"> • Candidates should possess a master's degree in Gender Studies, Economics, Nutrition, Sociology, Development, or related field.
<p>Other requirements</p> <ul style="list-style-type: none"> • Fluency in English essential (written and spoken) • Fluency in French is preferred • Willingness to travel globally

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WHAT GAIN OFFERS

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