



Employment Opportunity

Position: Gender Specialist (2 positions)

Location: Mbale and Tororo Districts

Salary: Commensurate with qualification and experience

Reports to: Senior Gender and Youth Advisor

Company Description:

WI-HER LLC is an international woman owned small business catered to finding innovative solutions to development programs worldwide. WI-HER is an equal opportunity employer offering employment without regard to race, colour, religion sex, sexual orientation, age nationality, origin, citizenship physical or mental handicap. The Gender Specialists will work to achieve WI-HER objectives on the SBCA gender youth and social inclusion/quality improvement work and ensure that gender approaches are integrated across the project activities /partners.

Program Description:

The United States Agency for International Development (USAID) on April 2nd 2020 awarded a five-year Social and Behaviour Change Activity (SBCA) implemented by the Johns Hopkins Center for Communication Programs (CCP) in partnership with World Vision Inc., The Busara Center for Behavioral Economics, The Medical Concierge Group (TMCG), and Women Influencing Health, Education and the Rule of Law (WI-HER). The main aim of SBCA is to transform households, communities and systems for improved health and development outcomes through social and behaviour change. As part of the SBCA, WI- HER supports the Ministry of Health to address gender youth and social inclusion behavior barriers to achieving health outcomes.

Roles and Responsibilities:

1. Provide support to the integration of GYSI into social behavioral change at district level.
2. Work with districts / selected health facilities to transform/mitigate GYSI /GBV issues affecting health programs.
3. Set up and manage facility level quality improvement teams using the iDARE methodology.
4. Lead the process of documenting emerging improvements and share them with WI-HER knowledge management team.
5. Support development of partners capacity to recognize gender norms, roles and relationships attributed to men, women, boys, and girls that influence behavior that impact health outcomes.
6. Support districts/health facility teams to generate and manage data and regularly update WI-HER
7. Represent WI-HER in district engagements
8. Participate in staff meeting including providing regular updates
9. Perform other responsibilities as assigned by the supervisor

Required Qualifications:



1. A degree in either: Social sciences, nursing, public Health, or related degree.
2. At least 3 years of experience working in community health interventions / programming.
3. Experience in the application of quality improvement or social behaviour change in health programs is desired.
4. Experience working with and guiding teams at district level including leading capacity building activities
5. Knowledge of USAID programing

Key Attributes:

1. Strong writing and communication skills and Computer skills - Word, Excel, power point and knowledge of Google Drive
2. Ability to multi-task, work efficiently and effectively in a dynamic, fast-paced environment.
3. Ability to work with communities, health facility / implementing partners and district teams.
4. Self-motivated with ability to act on your own initiative to achieve project goals
5. Ability to identify gender barriers and provide guidance to developing solutions.
6. Willingness to work from district of operation.

To apply: please send CV and cover letter to apply@wi-her.org