



SENIOR GENDER AND YOUTH ADVISOR JOB DESCRIPTION

Position: Full-time
Location: Kampala
Salary: Commensurate with qualifications and experience
Reports to: Technical Director

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 Senior Gender and Youth Adviser will support WI-HER objectives on the USAID Social Behavior Change Activity gender youth and social inclusion/quality improvement work, ensure that gender approaches are integrated across the project activities and partners, as well as lead documentation of implementation and advocacy efforts at all levels.

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 behavior 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

WI-HER is seeking a Senior Gender and Youth Advisor to apply iDARE to address gender youth and social inclusion barriers to change behaviors to improve health outcomes under SBCA.

The Senior Gender and Youth Advisor will be responsible for the implementation of iDARE at district level to change behavior to improve health outcomes. Principal tasks and responsibilities will include, at a minimum, the following:

- Lead the integration of GYSI into social behavioral change at district level.
- Work with districts / selected health facilities to transform/mitigate GYSI and GBV issues affecting health programs.
- Lead and oversee district based Gender Specialists to set up and manage facility level quality improvement teams using the iDARE methodology.
- Lead the process of documenting emerging improvements and share them with WI-HER knowledge management team.
- 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.
- Support districts/health facility teams to generate and manage data and regularly update WI-HER
- Prepare and submit monthly, quarterly, and annual reports timely and in accordance with WI-HER needs

- Provide technical support to SBCA staff to integrate GYSI into their work
- Develop gender integration trainings, presentations, tools and job aids to be included in the SBCA experiment lab
- Support the national scale up of iDARE through the experience lab
- Conduct trainings, program oversight, and assessments in the field, where appropriate
- Assist with developing gender-sensitive indicators and analyze gender-related findings and outcomes of project activities regularly, and provide feedback and updates to project staff, including identification and mitigation of factors which may hinder program from reaching desired outcomes
- Analyze gender-related findings and outcomes of activities regularly and provide feedback and updates to technical teams, including identification and mitigation of factors which may hinder the work from reaching desired outcomes
- Assist in writing and editing annual deliverables (e.g., work plans, annual reports) based on inputs from HQ
- Supervise district-based Gender Specialists
- Represent WI-HER at meetings, forums, and public presentations, as appropriate

The position is based in Kampala, Uganda and will require extensive travel to districts.

Qualifications

- Advanced degree (Master's or equivalent degree) in international public health, gender, international development, or related degree
- 8 years of progressive professional experience working in international health and development projects, preferably improvement science with proven results
- Minimum 5 years of experience in gender research and programming
- Experience conducting gender analyses/assessment required
- Experience in advising, training, and mentoring of gender integration and quality improvement efforts
- Sound experience in program design, implementation, and monitoring and evaluation
- Experience with data collection, management, analysis, and report production
- Capacity to collaborate with partners at multiple levels, including senior government officials, donors, NGOs (local and international), representatives of civil society, and other partners
- Proficient in English, spoken and strong writing and communication skills
- Prior experience working on USAID programs preferred
- Computer skills in Word, Excel and other Microsoft Office tools
- Ability to multi-task, work efficiently and effectively in a dynamic, fast-paced environment, with superior organizational skills and attention to detail
- Ability to work collegially within a high-performing team

How to Apply

For immediate consideration, please forward your resume and cover letter to apply@wi-her.org and indicate your name and "Senior Gender and Youth Advisor" in the subject line. Applications are due by November 20, 2020 (or until filled).

WI-HER is committed to fostering a diverse, multicultural work environment and welcomes a range of backgrounds, life experiences, perspectives, and opinions. WI-HER provides equal employment to all and has zero tolerance towards discrimination on the basis of race, color, religion, sex, sexual orientation, gender identity or expression, pregnancy, national origin, citizenship, age, marital status, disability, medical condition, or any other characteristic protected by state or federal laws.