



WOMEN INFLUENCING  
HEALTH, EDUCATION AND RULE OF LAW

## Employment Opportunity

**Position:** Senior Learning and Adaptation Adviser

**Location:** Kampala

**Salary:** Commensurate with qualification 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 Learning and Adaptation Adviser will support WI-HER objectives on the SBCA 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 2<sup>nd</sup> 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:**

1. Work with Gender Specialists in districts to support selected health facilities and communities to document transformative /mitigation GYSI /GBV issues affecting health outcomes.
2. Lead the process of documenting iDARE journey, including emerging improvements in behavior change, and share them with WI-HER knowledge management team and the SBCA team.
3. 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.
4. Support districts/health facility teams to generate and manage data and regularly update WI-HER.
5. Prepare and submit monthly, quarterly, and annual reports timely and in accordance with WI-HER needs.
6. Support the preparation of annual work plan drafting on gender youth and social inclusion activities.
7. Support WI-HER knowledge management and learning process through developing and sharing



success stories, case studies, blogs and abstracts as need arises.

8. Attend district/facility learning session including leading the process of documenting emerging lessons from the learning session
9. Take lead and provide guidance in developing iDARE toolkits for the experience lab.
10. Identify key opportunities at national and international level to share results and advocate for integration of gender youth and social inclusion to change behavior to improve health outcomes.
11. Develop quarterly and annual district implementation budgets.
12. Represent WI-HER in national, district, regional and partners engagements, including making regular presentations and updates for the Ministry of Health Department of Health Promotion and Strategic Communication and organizing supervisory field visits.
13. Participate in staff meeting including providing regular updates.
14. Perform other responsibilities as assigned by the supervisor.

**Required Qualifications:**

1. A degree in either: mass communication, social sciences, public health, behavior change, or related degree.
2. At least 5 years of experience working in social behavior change communication programming/ implementation at community and national levels.
3. 3 or more years of experience in knowledge management and communications of results, lessons learned.
4. Experience working with Ministry of Health.
5. Strong understanding of gender, youth and social inclusion.
6. Experience in the application of quality improvement is desired.
7. Experience working with and guiding teams at district level including leading capacity building activities.
8. Knowledge of USAID programming.

**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 travel to districts.

To apply: please send CV, cover letter, and relevant writing sample to [apply@wi-her.org](mailto:apply@wi-her.org) by **21 November 2020, 5PM Kampala time.**