

## Job description

<b>Job title</b>	Gender Equality and Social Inclusion (GESI) Specialist
<b>Department</b>	Technical
<b>Post holder</b>	New Position, Vacant
<b>Reporting to</b>	Senior member of Technical Department
<b>Responsible for</b>	Manage members of the Technical Department as required
<b>Liaison with</b>	Options global staff
<b>Hours</b>	Full time
<b>Type of contract</b>	1-year Fixed Term
<b>Location</b>	Kenya, Nigeria or UK
<b>Organisation</b>	
<p>We are a global team of experts and innovators tackling some of the world's most pressing health challenges. We work with leaders and change makers around the globe to bring health strategies to life. We provide ideas, advice and technical know-how that enable our partners to build a path to lasting change.</p> <p>With 30 years' experience in global health, we collaborate with our partners to explore existing evidence, combine expertise, scale up ideas and co-create solutions that accelerate change. This includes collaborating on policy design, managing initiatives, building powerful coalitions and galvanising social movements. Our impact is felt across whole communities, with a focus on women, girls and those who have been marginalised.</p> <p>As part of MSI Reproductive Choices, all our profits go back into supporting MSI's own mission of children by choice, not chance.</p> <p>We believe in a world where everyone can access the high-quality health services they need, without financial burden.</p> <p>We promote gender equality and social inclusion through our health systems strengthening and social change programmes. Examples include our work on sensitive topics like reducing unsafe abortion in Kenya and Nigeria, where gender norms restrict access, particularly for marginalised groups. The Support to the Africa-led movement to end FGM/C is a feminist programme that applies gender transformative approaches where possible, recognising FGM/C as a manifestation of gender inequality and a form of violence against women and girls. The Ghana Participation programme is a disability inclusion programme with a focus on mental health disabilities, where we work with government and civil society to strengthen policies and systems that respect the rights of people with disabilities.</p>	
<b>Main purpose of job</b>	
<p>The purpose of the <b>Gender Equality and Social Inclusion (GESI) Specialist</b> is to provide thought leadership, technical expertise, and strategic direction to strengthen the quality of our programming, enhance our impact, win new business, and support Options to further GESI principles both internally and externally.</p> <p>Key areas of focus for this role are:</p> <ul style="list-style-type: none"> <li>• <b>Technical assistance:</b> Provide high-quality technical support on GESI to Options' programme teams and direct technical assistance for government, civil society, and donor clients</li> </ul>	

- **Business development:** Grow Options' business offer on GESI programming, identifying strategic opportunities for future business growth, leveraging networks, designing inclusive and transformative programmes, and working closely with Options' GESI group.
- **Share knowledge:** Build the expertise of Options global staff and create opportunities for cross-programme learning for internal and external audiences. This will include supporting the Options' Diversity, Equality and Inclusion (DEI) and GESI groups

Through these dimensions the post holder will contribute actively to the growth and development of the organisation and to the impact of our work.

*Note: All levels of position in the organisation assume some degree of responsibility for safeguarding. Your accountabilities will align with the level and scope of the position and appropriate training will be provided*

## **Main duties**

### **Technical Assistance to Programmes and Clients**

- As part of the Technical Department, provide specific and strategic support on GESI across a selection of Options programmes through the provision of technical advice, research, analysis and quality assurance.
- Undertake technical assistance assignments in GESI. This will be through on-going inputs to long term programmes and short-term assignments.
- Contribute to the development of project results frameworks, theories of change, and monitoring and research methodologies, incorporating inclusive practices and intersectional analysis wherever possible. Support their use and adaptation for effective programme delivery.
- Provide technical support and skills development to country stakeholders including programme staff, government officials and civil society organisations, and directly to funders as required.
- Liaise with donors and other external development partners to ensure programmes meet objectives and expectations
- Advise on areas of potential risk and support the development of mitigation strategies

### **Prospecting for new business**

- Identify and develop new programme opportunities, building on technical and geographic knowledge
- Establish and nurture collaborative relationships with consultants, partners and international development organisations to build strong partnerships for collaboration on new business, including representation of Options at external meetings and forums
- Build and maintain networks of clients, partners and influencers and use these to promote Options' work and to attract new business
- Cultivate opportunities to represent Options effectively and help position Options as a thought leader in GESI.

### **Proposal Development, communication and dissemination**

- Lead the technical design and development of concepts and proposals, identifying opportunities for gender transformative programming, and ensuring all prospective programmes have gender mainstreamed.
- Provide oversight and inputs into technical components of proposals being developed by other members of the Technical Department
- Ensure programme design is informed by the latest GESI-related global evidence and theory, and from an understanding of what works on the ground in different contexts
- Lead on GESI elements of co-creation for programme design

### **Organisational development and learning**

- Provide strategic and technical support to Options' global teams and consultants as required in relation to GESI

- Enable technical exchange and learning between programme staff by convening virtual or in-person events and proactively sharing learning resources and tools and connecting individuals from across the organisation.
- Contribute to the documentation of results and the publication and dissemination of research and learning
- Lead on ensuring that Options' core technical approaches and tools for GESI are up to date and fit for purpose
- Contribute to the leadership and delivery of the workplan of the GESI Working Group

## **Management**

- Manage project consultants, Technical Advisors, Technical Officers or interns as required

## **Training**

- Increase and maintain your own area of expertise through continuous self-development
- Participate in any relevant external training and capacity building undertaken by Options
- Share knowledge on GESI with colleagues

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Note: this job description reflects the present requirements of the post. As duties and responsibilities change and develop the job description will be reviewed and be subject to amendment in consultation with the job holder.

<b>Signed by:</b>	<b>Date:</b>
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**Person specification**

Criteria	Essential	Desirable
<b>Qualifications</b>		
An MSc or relevant qualification or related comparable experience in a relevant field of health and/or social sciences	Essential	
<b>Experience</b>		
Experience of co-creation programme design with funders and other stakeholders	Essential	
Experience of supporting technical bids	Essential	
Established networks which will contribute to Options business development	Essential	
Experience of working in Africa and/or Asia in a relevant capacity and with governments; international agencies and local NGOs	Essential	
Experience delivering technical work on GESI in similar organisations	Essential	
Experience in designing technical GESI related frameworks, applying tools and providing technical assistance	Essential	
Experience providing support to individuals and teams in remote settings through in-person and virtual engagement	Essential	
Experience of developing strong relationships with government and civil society organisations	Essential	
Portfolio of publications		Desirable
<b>Skills and attributes</b>		
Technical specialism in Gender equality and social inclusion	Essential	Desirable
Knowledge about Reproductive, Maternal, Newborn, Child and Adolescent Health (RMNCAH), communicable diseases, and/or health system strengthening in developing countries		
Ability to analyse, interpret and present data so that it is easily understood by non-experts	Essential	
Excellent skills in communication, written and verbal	Essential	

Proven ability to network and manage relationships with clients, consultants and technical resource persons	Essential	
Self-starter as well as good team-worker	Essential	
Ability to actively contribute to strategy and business development in their area of expertise and beyond.	Essential	
Demonstrated ability to contribute to technical delivery of programmes	Essential	
Demonstrated interpersonal skills that enables effective team building and problem solving.	Essential	
Demonstrated ability to contribute to technical writing of bids.	Essential	
Fluency in spoken and written English	Essential	
Excellent written and spoken French		Desirable
Eligible to live and work in UK, Kenya or Nigeria	Essential	

Other requirements		
Pro-choice	✓	
Commitment to equal opportunities	✓	
A commitment to Options' principles of Safeguarding, Do No Harm, and to comprehensive sexual and reproductive health and rights	✓	
Ability to travel internationally for up to 2 weeks at a time		✓