

Position Description

Gender Equality Specialist



The Organization

Tostan is a non-governmental organization based in Africa since 1991. Tostan programs create the conditions for large scale grassroots movements that are motors for the fulfillment of human rights and for the Sustainable Development Goals (SDGs). Tostan's flagship Community Empowerment Program (CEP) is currently implemented in resource poor communities in Senegal, Gambia, Guinea, Guinea Bissau and Mali. Numerous evaluations have demonstrated that the CEP enables communities to determine and pursue their vision collectively and improve their wellbeing. Human rights-based empowering education is at the heart of the approach. Like many development programs the CEP brings new knowledge, but the key to its results is that it enables participants to identify social practices that constrain wellbeing and 'discover' ways to change them.

The results are particularly important in shifting social expectations regarding the role and potential of women and girls, empowering them and increasing their influence within the family and in the community, and decreasing gender-based violence. The stronger role of women is reflected in their leadership within the Community Management Committees, established as part of the program. More than 200,000 people in 3,000 African communities have participated in various iterations of the CEP and, thanks to a process of organized diffusion over 9,000 communities have publicly declared the abandonment of female genital cutting and child marriage. The changes are systemic since participants renegotiate local social norms and collectively agree to adopt human rights-consistent social practices.

Tostan also implements programs in the areas of parenting practices and peace and security, which build on the CEP and are also informed by the understanding of social norms. The post-CEP module on peace and security leads to women's participation in peace processes and strengthening community resilience when faced with conflict. The Tostan Training Center (TTC) has developed a strong capacity to train leaders and development actors, including religious leaders, who are influential in their communities. Tostan is also an active member in global communities focused on the dynamics and drivers of sustainable community-led development and has developed strategic partnerships to advance knowledge and increase scale.

Position: Gender Equality Specialist

Principal Mission: Provide input and advice ensuring integration of gender equality in the preparation, implementation and monitoring and evaluation of Tostan strategies and programs.

Hierarchical position: The position will be part of the Tostan International Program Team and under the direct supervision of the CEO.

Type of contract: Fixed Term

Location: The position is in Dakar, Senegal. Travel to the field is expected to take up approximately 30% of the time.

Activities:

1. Assist in the ongoing implementation of the gender equality strategy and formulate recommendations to senior management to further strengthen gender equality aspects in Tostan's programs;
2. Serve as focal point for the design and implementation of Tostan programs related to gender equality, act as the principal in-house resource on gender equality issues, practices, and policies;
3. Assist in ensuring integration of gender equality as a cross-cutting theme in all aspects of programs and projects, including in the design and reviews of logical frameworks;
4. Assist in the definition of gender equality indicators and targets, as well as in the collection and analysis of qualitative and quantitative sex-disaggregated data at baseline; contribute to monitor and evaluate results against the indicators, so as to inform program and project improvements and strategic decisions;
5. Basic analysis of qualitative (open coding) and/or quantitative (descriptive or univariate) data and write draft reports;

6. Engage with partners and stakeholders to foster collaboration to promote gender equality and assist in the preparation of project proposals and reports to partners and donors;
7. Inform and support organizational efforts to strengthen internal knowledge and capacity on gender equality as well as awareness of the existence of biases among staff.

Key Qualifications and Selection Criteria:

Education: Advanced education in international development, or related discipline. Specialization in gender studies desirable.

Experience: 8 to 10 years of experience in international development, including in the planning, design, management, and M&E of projects;

Understanding of West African cultural context and experience in working on development programs in the sub-region;

Demonstrable expertise in conducting gender equality analyses and in the integration of gender equality in the preparation, implementation and monitoring and evaluation projects and programs;

Understanding of the dynamics of change of gender norms and on measuring the change progress;

Demonstrated technical competency in designing and implementing primary data collection and analysis;

Experience in participatory methodologies and approaches;

Good computer skills in Microsoft Office package (Word, EXCEL, PowerPoint). Knowledge of SPSS and/or nVivo desirable.

Languages: Good command of written and spoken English and basic knowledge of written and spoken French are required.

Characteristics: Ability to multitask and undertake activities with respect to multiple projects simultaneously, to work effectively under tight time constraints and to meet deadlines with attention to detail and quality.

Ability to work as part of a multicultural team to in a spirit of positive collaboration and a relaxed atmosphere.

Selection Process:

If the selection criteria are met, send your CV, Cover Letter, and at least two (2) professional references at: hr@tostan.org before the 10/05/2019.