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Gender Equality and Social Inclusion Analyst, Rural Women's Empowerment Project in East Africa

SeedChange is looking for a Gender Equality and Social Inclusion (GESI) Analyst to support a Rural Women's Empowerment Project in Ethiopia, Kenya and Tanzania. This is an opportunity to work closely with a group of incredible staff and partners to advance women's empowerment and gender equality in East Africa.

Context

Rural women in East Africa play a significant role in agriculture and food production and are leaders in protecting local seed and crop diversity, key aspects of community resilience in the region. Agriculture, for most women smallholder farmers, is also a key source of livelihoods. Despite this, rural women in farming communities in many parts of Sub-Saharan Africa face a multitude of attitudinal, structural and societal barriers that disenfranchise women and undermine their rights, leading to higher vulnerability to Gender Based Violence and a lower capacity to effect change in their domestic and public lives.

SeedChange and eight other partners specializing in agroecology, rural livelihoods, and women's rights have designed a multi-year project to respond to identified systemic challenges facing rural women in order to enhance gender equality and empowerment of smallholder women farmers (adult and youth) in Ethiopia, Kenya and Tanzania. The project aims to strengthen women's empowerment and agency within local food and seed systems in rural communities and transform gender relations within traditional agricultural based organizations, networks and policy and decision-making spaces at local, national and regional levels. The project will be delivered in alignment with feminist principles, and SeedChange's core approach rooted in food sovereignty and agroecology.

SeedChange's mission is to build food sovereignty by working with partners to enhance biodiversity, promote ecological food systems, and counter inequity. For more information, visit weseedchange.org. Interested candidates can read background on SeedChange's work and approach in the preliminary report on a recently-concluded five-year program [here](#).





Conditions of Employment

This is a part-time position (50% FTE) from May 2021 to June 2026. The position involves flexible working hours to accommodate project cycles and the incumbent must be available and willing to travel for up to four weeks a year, conditions permitting. Location is flexible, with a preference for time zones favourable to collaborate with Ontario and Quebec-based colleagues.

Benefits available for this position

- Extended health, pharmaceutical, and dental coverage
- Life and disability insurance
- Defined contribution pension plan
- Parental leave
- Flexibility regarding working hours (in particular in light of COVID-19 constraints)
- Flexibility regarding location (Ottawa is preferred but not required)
- Salary for this unionized position is in the range of \$68,311 and \$77,800, depending on experience.

Experience We Are Seeking

The table below indicates the mandate of the Gender Equality and Social Inclusion Analyst, and the experience we have identified as important in order to be successful in the job. We understand that candidates may not have all the experience/qualifications listed below. If you possess approximately 80% of the experience/qualifications, we encourage you to apply. A Master’s degree in a relevant field of study (or demonstrated equivalent combination of training and experience), fluency in English and lived and/or work experience in East Africa **are essential**.

Mandate of the GESI Analyst	Experience/Qualifications
<p>You will lead the development and implementation of Gender Equality and Gender Transformative strategies within a Rural Women’s Empowerment and Gender Equality project in Ethiopia, Kenya and Tanzania.</p>	<p>Lived and/or work experience in East Africa, understanding of the environmental, social and economic realities of the region.</p> <p>Master’s degree in a relevant field such as gender/women’s studies, human rights, international development, or a related field of study (course work in Gender Equality in international development is essential) OR demonstrated equivalent combination of training and experience.</p> <p>Oral and written fluency in English.</p> <p>Familiarity with global best practices and standards related to gender and development programming.</p> <p>Experience providing GE and SI analysis and</p>





	<p>implementation support to multiple partners/stakeholders working on complex multi-themed projects.</p> <p>Understanding of and experience working in programs grounded in food sovereignty, agroecology, and feminist principles.</p> <p>Knowledge and experience with women’s empowerment and gender-transformative approaches and methodologies in a rural context (experience working with Sexual and Gender Based Violence approaches an asset).</p> <p>Experience with liaising and reporting on donor funded development projects</p>
<p>You will lead, coordinate, and monitor the gender equality strategy including the provision of evaluation and reporting and methodology support in collaboration with other SeedChange colleagues, country partners and consultants (as applicable)</p>	<p>Extensive experience with results-based management and effective feminist approaches for measurement of progress in gender equality (knowledge of Women’s Empowerment in Agriculture Index an asset)</p> <p>Knowledge of and ability to appropriately integrate broader gender analysis (including 2SLGBTQQIAPP+ realities) into program design, country program action plans, training and documentation.</p> <p>Experience developing methodologies / training curricula and facilitating training events (virtually and face to face) on issues related to gender equality, gender transformation, women’s empowerment, and/or sexual gender based violence.</p> <p>Experience collaborating in the production of external communications and GE advocacy materials.</p> <p>Excellent communication, reporting and presentation skills</p> <p>Solid computer skills including competence in the GSuite environment.</p> <p>Available to travel internationally for up to 4 weeks, subject to COVID-19 protocols.</p>
<p>You will report to the Sr. Program</p>	<p>Experience managing work independently while ensuring</p>





<p>Manager, collaborate with SeedChange program staff (Program Managers, Regional Coordinator, Technical Advisors, and Manager of Monitoring, Evaluation and Learning) and collaborate/provide support to seven partners in Ethiopia, Kenya and Tanzania.</p>	<p>colleagues and project partners are informed, supported and able to contribute as needed.</p> <p>Ability to strategically and confidently lead, inspire and energize project teams.</p> <p>Strong background in cross-cultural communication and collaboration.</p>
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SeedChange ways of working

The majority of SeedChange staff work from our head office in downtown Ottawa. All staff are currently working from home. The GESI Analyst will have a dedicated work space in SeedChange’s office. The building is fitted with accessible doors and three elevators. The SeedChange office has a push-button-lock-access and a bell if assistance is required to enter the office. An accessible, non-gender washroom is available. If working remotely, SeedChange will supply a computer and within our financial constraints, resources to set up an adequate work space. SeedChange acknowledges that COVID-19 has disrupted work and personal lives, impacting people in different ways, and will work to support the GESI Analyst to undertake their work in this context.

SeedChange is striving to decolonize our approach to international collaboration. This work is ongoing. We are seeking to recruit and retain people born in the countries where we work, and to provide a work environment as safe as possible for people with disabilities, BIPOC peoples, 2SLGBTQQIAP+ people and women. For this position, we specifically encourage people of African origin to apply.

Application instructions

To apply: email careers@weseedchange.org and specify **Gender Equality and Social Inclusion Analyst** in the subject of the email. Please include a cover letter, your cv, and a written reflection, no longer than two pages, responding to the following:

SeedChange is seeking to enhance its capacity to implement a gender transformative program management approach grounded in food sovereignty, agroecology, and feminist principles. As the GESI Analyst, you will be to lead the development, coordination and monitoring of a rural women’s empowerment and gender equality strategy in collaboration with other SeedChange colleagues, 8 project partners and a wide range of project stakeholders.

Please describe how you would approach the challenge of fostering gender transformative change within traditional agricultural and community based organizations, networks and policy and decision-making spaces at local,





national and regional levels and what experiences, knowledge, skills, or abilities you would rely upon and contribute to this theme.

If you have questions in advance of applying, please contact Kate at careers@weseedchange.org

Deadline for receiving applications is April 14th.

Interviews of short-listed candidates are anticipated to be held between April 23rd and 28th. We appreciate understanding that only candidates short-listed for the position will be contacted.

Thank you for your interest in working with SeedChange!