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Senior Program Manager, Rural Women's Empowerment Project in East Africa

SeedChange is looking for a Senior Program Manager to lead 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 seeds 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 partners specializing in women's rights, agroecology, and rural livelihoods 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 full time contractual position from May 2021 to June 2026. Location is flexible, with a preference for time zones favourable to collaborate with Ontario and Quebec-based colleagues. **The incumbent must be available and willing to travel for up to six weeks a year, conditions permitting.**

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 (as indicated above)
- 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 Senior Program Manager, 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. Fluency in English, and lived and/or work experience in East Africa **are essential.**

Mandate of the Senior Program Manager	Experience/Qualifications
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<p>You will manage the implementation of a Women’s Empowerment and Gender Equality project in Ethiopia, Kenya and Tanzania</p>	<p>Living and/or work experience in East Africa, and understanding of the environmental, social and economic realities of the region.</p> <p>University degree in a relevant field such as applied social sciences, agriculture, international/rural development, gender studies or related field of study (master’s level is desirable) OR demonstrated equivalent combination of training and experience.</p> <p>Oral and written fluency in English (Swahili an asset).</p> <p>Experience in program management from project design through implementation and reporting.</p> <p>Experience leading in coalition or consortium-based program delivery.</p> <p>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 liaising and reporting on donor funded development projects.</p>
<p>You will oversee overall project management, including:</p> <ul style="list-style-type: none"> ● budget tracking; ● approval of project implementation and annual work plans; ● supporting monitoring and evaluation; ● coordinating partners; ● ensuring compliance and reporting to the donor. 	<p>Experience developing and managing budgets and tracking expenses.</p> <p>Experience with monitoring and evaluation.</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 six weeks, subject to COVID-19 protocols.</p>





<p>You will report to the Director of International Programs, manage/collaborate with SeedChange program staff (Program Manager, Gender Equality and Social Inclusion Analyst, Regional Coordinator, Technical Advisors, and Manager of Monitoring, Evaluation and Learning) and collaborate with five partners in Kenya and Tanzania.</p>	<p>Experience managing work independently while ensuring colleagues 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 work out of our head office in downtown Ottawa. All staff are currently working from home during the pandemic. The Senior Program Manager 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. While 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 Program Manager 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 Sub-Saharan African origin to apply.

Application instructions

To apply: email careers@weseedchange.org and specify **Senior Program Manager** 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:

Women’s empowerment in farming systems relies on a complex set of approaches and interventions. **Choose one approach from the list below**, and describe how you believe it contributes to enhancing women’s empowerment in farming communities in East Africa, and what knowledge, skills, or abilities you would personally contribute to that theme:

- Strengthening women’s leadership and agency within local food and seed systems using an agroecological approach.
- Supporting the development of agrobiodiversity-based value chains that foster women’s participation and leadership.





- Using a rights based approach to address discriminatory social and cultural norms and enhance women's access to and control over productive resources.

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

Deadline for 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!

