

# Gender and Social Inclusion Advisor



## Summary of the Position

Nascent Solutions (Nascent) is seeking a Gender and Social Inclusion Advisor to provide technical leadership and focus the gender lens in its operations.

Nascent is an African women-led international development organization founded 2004 with the mission of harnessing the creative entrepreneurial skills of target beneficiaries and strengthening their capacity to champion the development agenda of their communities. In the last 15 years Nascent has mobilized resources and implemented programs in food security, nutrition, education, and maternal and child health, impacting the lives of over 5 million people in several African countries. For more details, check [www.nascents.org](http://www.nascents.org).

<b>Location:</b>	Alexandria, VA with a possibility of working remotely
<b>Type of Employment:</b>	Full-time position
<b>Reporting Line:</b>	Reports to the CEO

## Duties and Responsibilities

- Provide technical leadership in the development and implementation of a strategy for integrating gender equity, women's empowerment and social inclusion in all Nascent Business.
- Support the business development process by ensuring that gender equity, women's empowerment and social inclusion are a pivot of programing and new business development.
- Design and support the implementation of evidence-based interventions that promote the participation of women, youth (especially adolescent girls) and disadvantaged groups.
- Design and deliver trainings to build the capacity of the program staff, local partners and stakeholders on gender equity.
- In collaboration with M&E unit, track gender indicators to promote gender equality, women's empowerment and social inclusion across all projects.
- Lead in the analysis of the gender, women's empowerment and social inclusion aspects in all projects and build staff capacity to scale up evidence-based practices.
- Contribute to formative research to identify key gender constraints targeted ensure that the identified constraints/determinants are addressed based on the evidence-based practices.
- Contribute to the development of content and communications including SBCC campaign materials to support Nascent's efforts to promote gender, women's empowerment and social inclusion.

- Document and share best practices, challenges, and lessons learned for policy dialogue, advocacy and future programming.
- Represent Nascent Solutions at conferences, career fairs, and other industry events.

### Required Skills & Qualifications:

- Master's Degree in gender studies, gender in agriculture, international development and/or a related area.
- 7+ years of demonstrated experience leading gender or women's economic empowerment related projects.
- Demonstrated experience with USG and other international donor programs.
- Demonstrated experience in effective training, coaching and facilitation with program teams, local partners and host government to integrate gender, social inclusion and women's economic empowerment into programming.
- Demonstrated experience in designing and conducting gender analyses and developing gender strategies.
- Demonstrated understanding of gender dynamics and women's empowerment in the African context.
- A strong work ethic and an entrepreneurial spirit to accommodate multiple priorities.
- Excellent interpersonal and communication skills, including oral and written fluency in English.
- Must have a US work authorization.

### How to Apply

To apply, please submit a cover letter, CV, [recruitment@nascents.org](mailto:recruitment@nascents.org). **Please include "Gender and Social Inclusion Advisor" in the email subject line.** CVs without cover letters will not be considered. Please note that only shortlisted candidates will be contacted. Closing date for applications is **April 15th, 2020**.

**Current work authorization in the United States is required.**

### About Nascent Solutions

Nascent Solutions is an Equal Opportunity Employer. All qualified applicants will receive consideration without regard to race, color, national origin, marital status, religion, gender, age, disability, sexual orientation, personal appearance, family responsibilities, or political affiliation.

Nascent offers employees a competitive compensation package, including health insurance, paid vacation, 401(k), and a professional development stipend.