

Gender and Social Inclusion Specialist

Type – Full time (Remote until further notice)

Location- Alexandria, VA

Reporting – Executive Director of Programs

About Nascent Solutions

Nascent Solutions (Nascent) is a Virginia-based 501(c) (3) nonprofit and international development organization. Its mission is to enable vulnerable people, especially women and children in rural Africa, to develop skills for self-sufficiency. The organization's areas of focus are food security and nutrition, health, literacy and skills development, and gender equity.

Position Summary

Nascent is seeking a qualified professional to lead its gender and social inclusion division. The successful candidate will provide technical support in all aspects of design, implementation and management of gender programming and lead business development for the division. The position will liaise with technical leads of other divisions to ensure that gender is integrated in all interventions.

Primary Duties and Responsibilities

Program Strategy and Development

- Provide leadership in the development and implementation of a strategy for integrating gender equity, women's empowerment, and social inclusion.
- Support the business development process by ensuring that gender equity, women's empowerment and social inclusion are a pivot of programming and new business.
- 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 and 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, new trends, and lessons learned for policy dialogue, advocacy, and future programming.

- Serve as a communication conduit for portfolio-related status, actions, decisions, risks and issues, and schedules for strategic initiatives.

Technical Support and Program Training

- Provide technical input and support all gender interventions and programming.
- Backstop field activities by assessing the training of the field staff and designing capacity building initiatives to meet the agency's learning needs.
- Provide technical quality supervision, coaching and quality assurance metrics to all gender initiatives.
- Supervise and support the timely and effective implementation of gender projects and activities across Nascent's portfolio.
- Ensure that gender monitoring and evaluation systems are utilized as intended by collaborating with the M&E divisions to develop methodology and tools that ensure the collection of reliable data.
- Lead the preparation of technical reports for donors and other stakeholders.

External Representation and Communication

- Stay informed on global best practices and trends in gender to ensure that they are incorporated into the development of agency priorities and innovations.
- Oversee the production of communications and externally facing products, such as gender research papers, and participate in "communities of practice" to remain abreast of latest developments, standards, tools, and methodologies within the sector.
- Represent the organization in relevant working groups, sector fora, conferences, high-level meetings, and gender cluster meetings and serve as the technical reviewer of proposal submissions.
- Assist in the development and management of external relationships with donors, partners, and other stakeholders, and contribute to the development of strategic partnerships with other organizations to expand Nascent's reach.

Required Skills, Qualifications and Attributes

- 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 in technical grant writing and business development strategy and familiarity with USG procurement rules and regulations highly desirable.
- Background 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.
- Experience in designing and conducting gender analyses and developing gender strategies.
- Good understanding of gender dynamics and women's empowerment in the African context.
- Knowledge of and network within the US development community, both in the U.S. and in the field.

- Excellent communication skills, written and oral proficiency in English and a proficiency in a foreign language highly desirable.
- Highly self-motivated and autonomous with the ability to work with little guidance.
- Ability and willingness to travel internationally approximately 15% of the time.

How to Apply

Interested candidates should submit a cover letter and CV to recruitment@nascents.org. Please include “**Gender and Social Inclusion Specialist**” 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 **March 31, 2021**. We regret that we cannot sponsor US work visas at this time. As such, applicants should already have authorization to work in the US.

Nascent Solutions provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state, or local laws.