Gender Specialist
Women in Global Health

Background

Women in Global Health (WGH) is a global movement with the largest network of women and allies working to challenge power and privilege for gender equity in health. Started by passionate advocates for gender equity in 2015, WGH has grown to include over 70,000 supporters in 90 countries and has 41 official chapters, with a strong presence in low- and middle-income countries. The global team with the network of chapters drive change by mobilizing a diverse group of emerging women health leaders, by advocating for existing global health leaders to commit to transforming their own institutions, and by holding these leaders accountable.

WGH works in collaboration with global health and gender equality agencies and organizations such as the World Health Organization, Gavi, Global Fund, and UN Women, and has been featured in CNN, NPR, EuroNews, the Lancet, and Devex for its work and maintains a robust presence via in-person and virtual events at major global health and international development forums, such as the World Health Assembly, UN High-Level Political Forum, and UN General Assembly. WGH is unique in its approach, connecting global and national policy-making to local reality.

WGH is a hybrid organization. We have a small core team of paid full-time and part-time staff supported by passionate volunteers. We are still a startup in many aspects, yet we have achieved an impact on a global scale and now have sector-wide recognition. Women in Global Health (WGH) has catalyzed a global network of national and regional chapters aiming to enable women from around the world to engage at all levels in decision-making, particularly for women that are under-represented in global health leadership, and particularly for African, Asian, Latin American, the Middle Eastern and other geographic areas or marginalized persons.

About this position

The Women in Global Health (WGH), Gender Transformative Leadership Program (GTLP) works in collaboration with two influential Global Health organizations building on existing knowledge and best gender equity practices and developing an overarching Framework for Gender Transformative Leadership. This framework aims to provide parameters to serve for use across the Global Health Sector.
Coordinated by WGH, this tripartite collaboration will develop innovative responses to existing gender inequities, through shared learning between and with each organization over a 30 month period. The Framework for Gender Transformative Leadership will result from this collective collaborative learning process.

WGH is seeking a highly motivated Gender specialist with plus 15 years of experience to join the Gender Transformative Leadership Program team. Applicants must adhere to WGH values and have experience in leading gender transformation at program and management level. We are seeking someone passionate about global health, gender equity, and challenging power structures.

**Job Location:**

Fully remote, some paid travel required

**Reports to**

Program Director, Gender Transformative Leadership Program

**Anticipated Salary and Timeframe:**

- Remuneration is negotiated based on experience, work location, etc.
- Time frame: 12 months renewable until December 2024
- Full time desirable, but part time of no less than 50% is negotiable
- Some paid travel required (approx. 15 - 20 days a year)
- Only candidates that live +/- 4 hours CET will be considered
- Start date ASAP

**Contract**

All members of the WGH Team are contracted on a consultancy basis. This is a 12-month (renewable) consulting contract with the potential for renewal based on performance and funds available.

**Job Description**

**Duties and Responsibilities**

The Gender Specialist will be responsible for providing technical and thematic support in gender equality and gender transformative leadership.

**Technical support:**

- Provide direct technical assistance on guidance on gender equality and transformation for all parties involved in the GTL Program
Support the development of tools, systems, processes, and approaches that continuously improve technical excellence and impact in transformative approaches to women’s leadership.

Support partners in designing interventions for gender transformative leadership in line with agreed priorities.

Direct contribution to the design and piloting of the GTL framework.

Monitoring and evaluation:

- Develop/ fine tune bespoke monitoring, evaluation and learning framework for the Project and support periodic monitoring and evaluation missions.
- Lead, coordinate, support, and/or conduct gender and power analyses, appraisal, evaluation and needs assessments as required by the project.
- Assist with quantitative/qualitative assessments in targeted partners to assess effectiveness of interventions and impact.
- Support the Project Director in the planning and reporting tasks for the GTL Project.
- Report back on activities with partner organizations in a manner that directly contributes to the GTL Framework and understanding of best GTL practices.

Strategy and planning:

- Support the Project Director, WGH staff and key staff in Project partner organizations in their work for strategic planning work for the GTL Project.
- Support key staff in Project partner organizations to identify and deliver their priority policies and activities for the Project.

Knowledge building:

- Facilitate and support a learning and knowledge sharing community around gender-transformative practices amongst Project partner organizations.
- Prepare or support as assigned by the Project Director, learning forums and Gender Transformative Global Health events.
- Contribute quality knowledge relevant to the GTL Project.
- Work closely with other technical specialists and WGH team members to integrate gender across all its work.

Other:

- Represent work being done in gender transformative leadership in relevant internal and external forums.
- Participate in other relevant events as assigned by the Project Director.

Skills and Experience Needed:

- University degree or equivalent in relevant subject (or suitable experience)
● Minimum of 15 years’ experience in development/humanitarian sector (IOs, NGOs, CSO), with at least 8 years’ experience on gender equality.
● Experience in leading gender transformation and/or gender mainstreaming within organizations.
● Strong experience in project management, advocacy and knowledge management.
● Able to plan work assignments, establish priorities and meet strict assignment deadlines;
● Initiative and creativity in solving problems with strong networking, facilitation and analytical skills
● Strong ability to work both independently and in a team.
● Good organizing skills and interpersonal skills
● Excellent English
● Strong commitment to women’s rights and gender equality

Desirable

● Experience in the health sector
● Experience of working in large global health organizations
● Experience of working in more than one country and cultural context

How to Apply:

Women in Global Health is an equal opportunity employer. We intentionally embrace diversity, equal opportunity, and inclusion in everything we do. We are committed to building a team that represents a variety of backgrounds, perspectives, and skills. We encourage women, people from underrepresented backgrounds, and applicants from low-and middle-income countries to apply. We strongly encourage WGH Chapter Members to apply.

The priority deadline to apply for this position is **12 September 2022**.

To apply, please upload your CV and cover letter in PDF format using the application form. Please note that, due to the volume of applicants, only shortlisted candidates may be contacted.

**Meanwhile, check us out:**  
https://www.womeningh.org/