

JOB TITLE		DEPARTMENT	
Senior Advisor: SRHR & GBV Feminist Opportunities Now		External Relations & Advocacy	
LOCATION	REPORTING	DATE	GRADE
Nairobi, Kenya	Programme Manager, FON	May 2022	E

## 1. BACKGROUND

The International Planned Parenthood Federation (IPPF) is a global sexual and reproductive health (SRH) service provider and one of the leading advocates for universal access to sexual and reproductive health and rights (SRHR) for all. IPPF is a worldwide movement of national organizations, referred to as Member Associations, working with and for communities and individuals. The IPPF Secretariat comprises of a London Office and six Regional Offices.

Headquartered in Nairobi, Kenya, the overarching goal of IPPF Africa Region (IPPFAR) is to increase access to SRHR services to the most vulnerable youth, men, and women in sub-Saharan Africa. To reach this goal, IPPFAR works with local civil-society organizations, governments, the African Union (AU), regional economic commissions (RECs), the United Nations, among others, to expand political and financial commitments to SRHR in Africa. IPPF ARO tackles the continent's growing SRH challenges through a network of Member Associations (MAs), strategic partners and volunteers in 40 countries. For more information, please read our 2021 profile (in English and French) [here](#).

IPPFAR, in consortium with [CREA](#), [Empow'Her](#), the [International Federation on Human Rights](#) and [Médecins du Monde](#), will be leading the delivery of a new project entitled **Feminist Opportunities Now (FON)**, with the overarching objective to build the capacity of feminist movements, via sub-grants to feminist organizations, particular efforts will be deployed in reaching small, often non-registered, feminist organizations to address and respond to gender-based violence as well. The project is an ecological-based model that combines the use of multi-disciplinary gender-transformative approaches and direct sub-granting, it also intends to provide longer-term mentorship and support to feminist organizations in their overall development by designing specific trainings tailored to their needs, and helping them to identify other sources of funding. FON also includes a research-action component that will help understand how these approaches can be scaled-up and sustained, for knowledge sharing and communication purposes. The project will be implemented across 10 countries in 3 continents: Mexico and Colombia (lead by MdM), Bangladesh and Sri Lanka (lead by CREA) and Burkina Faso, Ethiopia, Guinea, Ivory Coast, Kenya and Mali (lead by IPPF ARO).

## 2. JOB PURPOSE

To implement this project, IPPFAR wishes to put in place a talented, dynamic and diverse team with broad experience in implementing gender-transformative SRHR programmes, with demonstrated financial and technical management skills, project management experience and the ability to deliver quality needs-based services aligned to donor's requirements.

To this effect, the **Senior Advisor: SRHR & GBV** will advise and support the FON team, FON consortium partners, and IPPF teams in driving technical excellence on SRHR and GBV programming while developing the learning cycle for programme learning, documentation and impact.

The successful candidate is required to ~~will~~ have a sound understanding of SRHR best-practice and applicable technical standards and guidelines, and champion the same by ensuring that FON has the capacity to achieve maximum impact and use evidence to assess technical assistance needs and support at all levels.

This role is a fantastic opportunity to demonstrate excellent technical and programme management skills and experience, particularly with regards to ensuring programme quality, monitoring and learning. The appropriate candidate is also expected to bring excellent interpersonal and communication skills and be willing to travel internationally – up to 45 days per year.

### 3. KEY TASKS AND RESPONSIBILITIES

The position reports to the Programme Manager and the incumbent will work collaboratively across the FON team, and in particular with consortium partners and sub-grantees. The Senior Advisor: SRHR & GBV will be responsible for the following key tasks:

- To advise on and provide technical guidance to project coordinators and partners and develop guidelines on feminist-CSO-led gender-transformative SGBV prevention, preparedness and response, in line with existing IPPF and other global/WHO and Guttmacher Institute gold-standard guidelines and frameworks, which can be adapted and implemented by partners across all project locations.
- To review, collect, centralise, disseminate and ensure appropriate use and implementation of evidence-based best practices, guidelines, standards and technical tools related to SGBV prevention and response
- To lead on the development of and/or contribute to policy briefs, position papers and communications pieces – both internal and external – as and when required, in collaboration with the project team, advocacy and communications colleagues within IPPF and with consortium partners.
- To promote and facilitate intra and inter regional/global collaboration, training and sharing of lessons learnt and experiences related to feminist CSO-led gender transformative approaches to SGBV prevention, preparedness and response.
- To lead the design and operationalization of a monitoring and evaluation plan, systems and tools according to programmatic needs and donor requirements, and in line with IPPF data and evaluation policies and standards
- To provide guidance and support to project coordinators and partners in the collection of data for monitoring and evaluation purposes, as well as for advocacy and communications purposes
- To identify evidence generation and learning opportunities, co-design research initiatives, coordinate with external researchers, and develop dissemination materials such as articles and presentations

### 4. COMPETENCIES

- **LEADERSHIP:** Serves as a role model that other people want to follow: empowers others to translate vision into results; is proactive in developing strategies to accomplish objectives; establishes and maintains relationships with a broad range of people to understand needs and gain support; anticipates and resolves conflicts by pursuing mutually agreeable solutions; drives for change and improvements; does not accept the status quo; shows the courage to take unpopular stands.

- Provides leadership and takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work; demonstrates knowledge of strategies and commitment to the goal of gender balance in staffing.
- **TEAMWORK:** Works collaboratively with colleagues to achieve organizational goals; solicits input by genuinely valuing others' ideas and expertise; is willing to learn from others; supports and acts in accordance with final group decision, even when such decisions may not entirely reflect own position; shares credit for team accomplishments and accepts joint responsibility for team shortcomings.
- **PLANNING & ORGANIZING:** Develops clear goals that are consistent with agreed strategies; identifies priority activities and assignments; adjusts priorities as required; allocates appropriate amount of time and resources for completing work; foresees risks and allows for contingencies when planning; monitors and adjusts plans and actions as necessary; uses time efficiently.
- **JUDGEMENT/DECISION-MAKING:** Identifies the key issues in a complex situation, and comes to the heart of the problem quickly; gathers relevant information before making a decision; considers positive and negative impacts of decisions prior to making them; takes decisions with an eye to the impact on others and on the Organization; proposes a course of action or makes a recommendation based on all available information; checks assumptions against facts; determines the actions proposed will satisfy the expressed and underlying needs for the decision; makes tough decisions when necessary.
- **COMMUNICATION:** Speaks and writes clearly and effectively; listens to others, correctly interprets messages from others and responds appropriately; asks questions to clarify and exhibits interest in having two-way communication; tailors language, tone, style and format to match audience; demonstrates openness in sharing information and keeping people informed.

## 5. REQUIREMENTS

- **EDUCATION:** An advanced university degree in in public health, international development, gender studies, social sciences, public policy and/or other related fields
- **WORK EXPERIENCE:** At least 7 years of relevant professional experience, with at least 5 years of solid experience in global public health working in SRHR/GBV and/or M&E positions in low-resource settings, including at regional and global levels. A track-record in SRHR and gender programming is an advantage, as is experience working as part of a consortium.
- **LANGUAGES:** English and French are the working languages of the IPPFAR. For this post fluency in English and French (both oral and written) is required.
- **SKILLS:** Excellent interpersonal skills - articulate and diplomatic. Ability to interact with diverse groups; Excellent communication, writing and presentation skills; strong analytical skills and the ability to summarise and simplify complex information; strong influencing skills; sound research skills. A solid understanding of development issues and resource mobilisation is an advantage. Excellent time management and organisational skills to meet multiple deadlines; Good IT skills – Word, Outlook, Excel and PowerPoint; Flexible – team player.

- OTHER REQUIREMENTS: Awareness of and sensitivity to the multi-cultural environment in which IPPFAR operates; Sensitivity to and understanding of SRHR issues willing to travel internationally – about 45 days a year.

***'IPPF is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all employees, volunteers, contractors, and partners to share this commitment'.***