

Job/Role Title : Disability Inclusion Advisor
Grade : F
Responsible to : Deputy Director, Technical
Location : Nairobi, Kenya

About WISH2:

WISH 2 (Women’s Integrated Sexual Health) is one of three components of the overarching WISH Dividend programme funded by the UK Foreign, Commonwealth, and Development Office (FCDO). This programme is central to delivering the UK’s priorities on empowering women and girls as set out in the International Development Strategy, the UK’s strategic approach to sub-Saharan Africa and the International Women and Girls Strategy.

WISH 2 will be divided into two geographic Lots. IPPFAR is planning on submitting a bid as prime for Lot 2 which covers Burundi, Ethiopia, Madagascar, Somalia, South Sudan, Sudan, and Zambia.

Role Purpose:

The Disability Inclusion Advisor will provide technical leadership on the integration of disability inclusive programming with WISH 2 programme activities. They will ensure that country workplans across all programme outputs integrate disability considerations and will be accountable to ensure that they are delivered. They will advise Member Associations on global best practice of disability inclusion in SRHR programmes and ensure that best practice is followed within the WISH programme with a particular focus on the FCDO disability strategy.

Where necessary they will provide capacity building and training activities across the consortium. The Disability Inclusion Advisor will be the technical focal point for the IPPF Member Associations as well as consortium partners for disability related activities. They will also serve as the focal point for any regional or national coalition of Organisations of Persons with Disabilities that work together with WISH 2 partners on the programme.

Deliverables:

- Conduct a situational analysis on disability inclusion in SRHR across programme countries and identify key areas of focus for WISH2.
- Collaborate with consortium partners, technical teams, and Country Managers to integrate disability priorities into workplans.
- Stay updated on global best practices and contribute to position papers and other materials for WISH2.
- Build and maintain relationships with regional and national disabled persons' organizations (DPOs) and link them with service delivery partners.
- Support evidence generation on the programme's impact on SRHR and disability inclusion.
- Monitor the implementation of disability-inclusive activities in country workplans.
- Develop and adapt training materials and tools for capacity building of DPOs and consortium partners.
- Ensure all program activities, services, and interventions are inclusive of people with disabilities, and adapt SRH services to meet their needs.
- Provide technical advice on integrating disability inclusion throughout the program lifecycle.
- Build the capacity of staff, healthcare providers, and partners on disability inclusion principles.
- Facilitate engagement with people with disabilities in target communities and enhance outreach efforts.
- Implement and monitor disability-inclusive evaluation tools to track progress and outcomes.

- Work with program teams to integrate disability inclusion into all WISH2 components, including SRH and gender equality.

Reporting/Management Responsibility:

- Line management of Disability Inclusion Officer(s) based remotely in countries.

Expertise:

- Substantial experience leading disability inclusion in global health programming with significant experience working in SRHR/FP programming preferred.
- Extensive experience in technical leadership and programme management in developing countries, particularly in sub-Saharan Africa.
- Experience working in humanitarian / FCAS settings and understanding of the particular challenges relating to programme delivery in these settings preferred.
- Extensive experience working on disability inclusions programmes or components funded by FCDO.
- In-depth understanding and knowledge of the UN Convention on the Rights of Persons with Disabilities (CRPD) and disability inclusion frameworks.
- Demonstrated understanding of the global technical landscape of disability inclusion within SRHR, key opportunities and challenges.
- Experience in adapting SRH services to the needs of people with disabilities.
- Experience in training healthcare providers, program staff, and partner organizations on disability-inclusive practices.
- Expertise in developing and implementing disability-inclusive M&E tools and frameworks, including data disaggregation by disability and gender.
- Strong ability to advocate for disability inclusion within SRHR policies and programs, and influence stakeholders.

Skills:

- Developed Interpersonal skills with a proven ability to influence and negotiate.
- Fluent English verbal and written communication skills with French and/or Arabic being an advantage.
- Demonstratable leadership skills including the ability to effectively engage a range of stakeholders.
- Prior staff and team management skills – including global/virtual management, conflict resolution and holding difficult conversations.
- Advanced quantitative and qualitative analytical skills.
- Prior project management skills including experience of reporting to donor agencies.
- Demonstratable budget management skills.
- Time management skills with the ability to meet tight deadlines.

Your Ethos:

- Demonstrate an understanding of and commitment to safeguarding in a local and international context.
- Demonstrates ability and willingness to work in a diverse, multicultural, multilingual and intergenerational environment that is anti-racist and respectful of others.

- An intersectional (pro) feminist passionate about sexual reproductive health care rights + justice, including safe abortion.
- Supportive of people's rights regardless of sexuality or gender identity/expression and supportive of workers' rights and access to health care in sex work.

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. Anyone employed with IPPF agrees to sign and adhere to IPPF's Code of Conduct and Safeguarding (Children and Vulnerable Adults) Policy.