Gender Equality and Health Systems programs Lead

Primary Technical area: Health systems and Gender Justice

Role Purpose:
The Programs Lead is a technical specialist responsible for leading the development and implementation of high-quality programs aimed at advancing gender equality and health systems in Africa. This role reports to the Executive Director.

KEY AREAS OF ACCOUNTABILITY:

Strategy & Technical Leadership:

- Evaluate the current status of gender equality and social inclusion within the health systems and gender justice domain and identify areas that need improvement.
- Keep abreast of technical developments and trends in gender equality in health systems and gender justice by monitoring relevant literature, research, and best practices.
- Disseminate relevant information to the Center's technical experts to help them access, understand, utilise, and contextualise global guidance, evidence, materials, and tools related to gender equality in health systems and gender justice.
- Develop the capacity of staff and partners across the Center in key technical approaches related to advancing gender equality in health systems and gender justice. Develop and deliver high-quality training via workshops, webinars, etc., and provide ongoing technical assistance and coaching.
- Regularly review the Gender Equality Action Plan to evaluate its effectiveness and monitor progress toward achieving gender equality and social inclusion in health systems and gender justice. Use this information to make necessary adjustments to the plan and continue to enhance the Center's approach to gender equality and social inclusion in health systems and gender justice.
Programme Quality during Implementation:

- Provide technical oversight and guidance to program implementation teams to ensure that thematic program components are technically sound and grounded on gender and power analysis, implementation methods are consistent with national and global strategies and acknowledged good practices in health systems and gender justice.
- Monitor and promote integrated programming to increase the overall impact of gender-sensitive and transformative programs at the community level. Contribute to strengthening the use of equality-focused program principles and good practices across themes and sectors.
- Develop, disseminate, monitor, and evaluate innovative program quality tools and resources to advance gender equality and health systems.
- Conduct field visits to project sites, work with implementation teams to understand impacts, and operational challenges, and identify opportunities for learning and improvement, ensuring that the programs are sustainable, equitable, and achieve scale.

Research, Evidence & Learning:

- Collaborate with MEAL teams to conduct gender and power analysis and implement quality monitoring using participatory methodologies that promote gender equality and social justice as part of the Africa Center for Health Systems and Gender Justice.
- Prioritize disaggregated data, evidence, and analysis, and promote an organizational culture that understands the connection between data and quality and accountable programming in health systems and gender justice.
- Share learning and evidence on gender equality programs with Country Offices and partners and colleagues in the wider regional and global gender equality community within the Africa Center for Health Systems and Gender Justice through Technical Working/Leadership Groups and Communities of Practice, and externally.
- Provide technical leadership and coordination to strengthen the Gender Equality Community of Practice by promoting cross-pollination of learning,
quality, and alignment across the region, and linking local, regional, and global work.

- Collaborate and communicate with technical colleagues from across the Africa Center for Health Systems and Gender Justice, including technical working groups and centres of excellence, to ensure that learning from the region is shared and global lessons are brought back, advancing gender justice in health systems in the African region.

**Resource Mobilization & Programme Design:**

- Collaborate with the New Business Development team to identify and pursue funding opportunities related to gender justice and health systems, including planning, positioning, partnership brokering, and information gathering, as a member of the Africa Center for Health Systems and Gender Justice.
- Provide technical support in designing gender-transformative and gender-equality-focused programs that are grounded in intersectional gender and power analysis, upholding the Africa Center's Global Gender Equality Marker and incorporating evidence-based solutions and innovation for gender justice.
- Adopt a Systems Strengthening approach to promote collaboration and partnership with governments and local partners, working towards impact, scale, and sustainability in advancing gender justice and improving health systems in the African region.

**Networking & External Engagement:**

- Engage in strategic positioning with donors, partners, and governments, ensuring that the organisation is a partner of choice in gender equality programming in health systems.
- Foster partnerships with feminist organisations focused on women’s and girls’ rights, promoting equal rights and advancing gender equality in health systems and gender justice.
- Influence and learn from others to advance gender equality in health systems through technical coordination and networking bodies such as clusters and working groups focused on gender equality and gender-based violence or
specific thematic areas requiring a strong gender equality lens (e.g., education, child protection, sexual and reproductive health, and rights).

- Strengthen civil society engagement in national dialogues and policy processes for advancing gender equality and eliminating gender-based violence, including ending child marriage, FGM, unsafe abortion, and mental health.
- Ensure the quality, clarity, and consistency of technical components of internal and external reports, prioritising and embedding gender equality across framing and content in health systems and gender justice, working closely with awards, program implementation, and communications colleagues as needed.

Qualifications:

- Possession of a Master's degree in Women and Gender Studies or a related field with a focus on gender equality in international development, social work, public health, sociology, anthropology, or a related area.
- Alternatively, equivalent experience in the field of health systems and gender justice.

Experience and Skills:

- Minimum of 5 years of experience, including field experience, providing technical leadership in designing and implementing development programs aimed at promoting gender equality in health systems.
- Strong knowledge of gender equality principles, practices, and the policy priorities impacting the health system.
- Proven experience in leading complex initiatives and virtual teams to achieve agreed objectives, including designing and implementing thematic/cross-cutting strategies and policies.
- Significant experience in gender equality training, capacity building, mentoring, and the ability to simplify complex concepts to make them accessible.
● You have demonstrated knowledge and skills in intersectional gender and power analysis, and designing and implementing innovative technical tools and resources to advance gender equality in health systems.

● Proven record in successful business development/fundraising, designing and pitching gender transformative approaches, models, and programs.

● Strong knowledge and skills in gender-sensitive and transformative program design, monitoring, and evaluation, including developing pathways to sustainable impact at scale.

● Experience in strategy development and planning for advancing gender equality and social justice in health systems.

● Skilled in context, capacity, and policy analysis grounded in intersectional gender and power analysis and influencing and advocating for gender equality at the regional/international level to hold duty bearers accountable.

● Networking, representation, and partnership development skills to promote learning, strengthen civil society, and mobilise resources.

● Ability to generate and utilise data and evidence to innovate, deliver, learn, and share what works and what doesn't work in transforming harmful gender norms and promoting gender equality in health systems.

● Demonstrated thought leadership expertise, including contributing to academic journals, books, articles, speaking engagements, workshop facilitation, and leading conference presentations, and panels.

● Experience promoting quality and impact through at least one cross-cutting area: resilience and climate change, adaptive and safer programming, child rights, disability, migration, and displacement.

● Experience in supporting humanitarian preparedness, response, and recovery in health systems.

Please submit CVs and cover letters to info@healthsystemsgenderjustice.org with the subject line “Programs Lead”. Please note that only successful applicants will be contacted. The position is open until we fill with the right candidate.