

TITLE: Gender Equality Technical Specialist	
TEAM/PROGRAMME: Programme Development & Quality	LOCATION: Cairo with frequent travel to the field (around 30-50%)
GRADE: 3	CONTRACT LENGTH: Fixed Term
<p>CHILD SAFEGUARDING: (select only one) Level 2: <u>either</u> the post holder will have access to personal data about children and/or young people as part of their work; <u>or</u> the post holder will be working in a 'regulated' position (accountant, barrister, solicitor, legal executive); therefore a police check will be required (at 'standard' level in the UK or equivalent in other countries).</p>	
<p>ROLE PURPOSE:</p> <p>The Gender Equality Specialist is an exciting new position within Save the Children Egypt, that will use their in-depth contextual understanding, technical and practical expertise, and relationship building skills to define and deliver Save the Children's strategic ambition for advancing gender equality and inclusion in Egypt. The role will lead strategy development and the technical design and implementation of high quality programmes that advance gender equality and inclusion and ensure that children, girls and boys can equitably access, participate within, benefit from and act as decision makers for both emergency and development programming.</p> <p>It provides leadership to ensure our work is grounded in intersectional gender and power analysis, and supports the design and implementation of gender transformative monitoring and evaluation systems to demonstrate impact, while sharing learning across our programmes, teams and partners. The role will work closely with internal colleagues in Operations and Program Quality, and externally with partners, especially women's/girls' rights and gender equality-focused organizations, in Egypt, fostering the building of ownership and agency of local organisations. It will provide leadership to design/adapt and deliver gender transformative content for capacity building and system strengthening of staff and partners.</p> <p>In the event of a major humanitarian emergency, the role holder will be expected to work outside the normal role profile and be able to vary working hours accordingly.</p>	
<p>SCOPE OF ROLE:</p> <p>Reports to: Programme Quality & Development Director Staff reporting to this post: no direct reports Budget Responsibilities: None but might be responsible for delivering some project activities. Role Dimensions: The role is expected to foster relationships with a wide range of internal and external stakeholders including Save the Children members, the Country Office Programme Development & Quality team, advocacy colleagues, Regional Advisors, technical counterparts in other organisation, donors etc. The role is also expected to engage with internal technical working groups and communities of practice (COP), including regional and global gender equality COPs. Context : Humanitarian and development Scope: The Egypt Country Office (CO) has diverse programs in areas of Early Childhood Care and Development, Child Protection, Mental Health and Psychosocial Support, Basic Education, Adolescent and Youth Empowerment and Social Protection and is present in Greater Cairo, Alexandria, Assuit, Minya. Aswan and Beni Sueif Primary Technical area: Gender Equality</p>	
<p>KEY AREAS OF ACCOUNTABILITY :</p> <p>Technical Leadership:</p> <ol style="list-style-type: none"> I. Provide technical leadership for gender equality for the Country Office, including setting the strategy in both humanitarian and development settings in relation to the wider country 	

strategy, supporting the organization to implement Save the Children's Global Gender Equality Policy.

2. Lead organizational gender equality assessment and gender action planning activities, as well as gender analyses to inform programming and advocacy initiatives;
3. Build capacity of national staff and partners in key technical approaches related to advancing gender equality, via developing and facilitating high quality training and coaching.

Ensuring Programme Quality (Design & Implementation):

1. Lead the proposal writing during new programme development, and ensure that we design and deliver high quality, holistic gender-transformative and gender-equality focused programmes, building on global best practice. Uphold accountability for Save the Children's global Gender Equality Marker (development or humanitarian)
2. Provide oversight and guidance to the programme implementation teams, including partners, to ensure that thematic programme components are technically sound and grounded in gender and power analysis, implementation methods are consistent with national and global strategies, acknowledged good practice (e.g. Save the Children Common Approaches); and are likely to achieve scale, as well as equitable and sustainable results.
3. Along with the Monitoring, Evaluation, Accountability & Learning (MEAL) team, carry out project based gender and power analysis (baseline, midline and end lines), and monitor CO programming at project sites in a way that measures the overall impact of gender sensitive and transformative programmes.
4. Mainstream gender in projects implementation and activities and ensure rolling out gender approaches, strategies, manuals and tools
5. Contribute to organisational learning on gender equality, ensuring that learning from our programmes is shared across the Country Office and with our partners, as well as with colleagues in the wider regional and global gender equality community within Save the Children and externally by distilling learnings and evidence generated into succinct and compelling programmatic guidance.

C. Networking & External Engagement:

1. Foster partnership with feminist organisations focused on women's and girls' rights, engaging men and boys, equal rights and advancing gender equality.
2. Ensure the quality, clarity and consistency of technical components of internal and external reports (e.g. programme reports, sit-reps, internal updates), prioritizing and embedding gender equality across framing and content, working closely with awards, programme implementation and communications colleagues as needed.
3. Leverage and liaise with technical colleagues from across Save the Children, including technical working groups and centres of excellence, ensuring that learning from the Country Office is shared with others and global lessons brought back.

BEHAVIOURS (Values in Practice)

Accountability:

- holds self accountable for making decisions, managing resources efficiently, achieving and role modelling Save the Children values
- holds the team and partners accountable to deliver on their responsibilities - giving them the freedom to deliver in the best way they see fit, providing the necessary development to improve performance and applying appropriate consequences when results are not achieved.

Ambition:

- sets ambitious and challenging goals for themselves and their team, takes responsibility for their own personal development and encourages their team to do the same
- widely shares their personal vision for Save the Children, engages and motivates others
- future orientated, thinks strategically and on a global scale.

Collaboration:

- builds and maintains effective relationships, with their team, colleagues, Members and external partners and supporters
- values diversity, sees it as a source of competitive strength
- approachable, good listener, easy to talk to.

Creativity:

- develops and encourages new and innovative solutions
- willing to take disciplined risks.

Integrity:

- honest, encourages openness and transparency; demonstrates highest levels of integrity

The post holder must commit to work in an international agency that promotes diversity, equity and inclusion and fights racism, gender inequality and discrimination in all forms, including based on sexual orientation; and to model positive behaviours that demonstrate a commitment to equality and respect to all colleagues, partners and communities.

QUALIFICATIONS

- Masters degree in Women and Gender Studies or related degree with focus on gender equality and inclusion in international development, social work, public health, sociology, anthropology or related area, or equivalent experience.

EXPERIENCE AND SKILLS

- At least 3-5 (including field experience) providing technical leadership for the design and implementation of humanitarian and development programmes focused on advancing gender equality.
- Strong understanding of gender equality principles and practices, , policy priorities and key gender inequalities impacting children in Egypt
- Experience in gender equality training, capacity building, and mentoring, and a demonstrated ability to make complex concepts compelling and accessible.
- Demonstrated strong knowledge and skills related to gender sensitive and transformative program design and fundraising, monitoring and evaluation, including designing pathways to sustainable impact at scale.
- Experience of strategy development and planning to advance gender equality
- Able to generate and use data and evidence to innovate, deliver, learn and share what works and what doesn't work for transforming the root causes of harmful gender norms and promoting gender equality for and with children.
- Fluent in English and high level of English writing skills.
- Fluent in Arabic.

Additional job responsibilities

The duties and responsibilities as set out above are not exhaustive and the role holder may be required to carry out additional duties within reasonableness of their level of skills and experience.

Equal Opportunities

The role holder is required to carry out the duties in accordance with SCI's global Diversity, Equity & Inclusion and Gender Equality policies and procedures.

Child Safeguarding:

We need to keep children safe so our selection process, which includes rigorous background checks, reflects our commitment to the protection of children from abuse.

Safeguarding our Staff:

The post holder is required to carry out the duties in accordance with the SCI anti-harassment policy

Health and Safety

The role holder is required to carry out the duties in accordance with SCI Health and Safety policies and procedures.

JD written by: Ingy Akoush

Date 14/2/2024

JD agreed by:

Date:

Updated By:	Date:
Evaluated:	Date: