



JOB POSTING – GLOBAL TECHNICAL LEAD, GENDER EQUALITY AND HEALTH

Organization:	Right To Play International
Department/Division:	Global Program Development
Work location:	Toronto, Canada
Authorized to work in:	Canada (ability to work legally without requiring sponsorship)
Target Hiring/ Target Hiring Range:	\$85,000- \$90,000 CAD per annum
Closing Date:	April 23, 2021

BACKGROUND:

Right To Play is a global organisation that protects, educates and empowers children to rise above adversity using play. By harnessing play, one of the most powerful and fundamental forces in a child's life, we helped 2.3 million children last year to stay in school and out of work, to prevent life-threatening diseases like HIV and malaria and to stay safe from exploitation and abuse. We are the only global development organization focused exclusively on using play to transform the lives of children and youth impacted by poverty, war, disease and inequality.

Established in 2000, Right To Play is headquartered in Toronto, Canada and has operations in 22 countries across North America, Europe, the Middle East, Africa, and Asia.

With a shared passion for our mission, our Culture Code guides how we act and interact based on five core pillars:

- Accept Everyone – *Be intentional about inclusion*
- Make Things Happen – *Seek opportunities to lead and innovate*
- Display Courage – *Act with integrity*
- Demonstrate Care – *Look after yourself and one another*
- Be Playful – *Have fun at work*

Please visit [our website](#) to learn more about who we are and what we do, and [watch this video](#) to find out about the five pillars of our Culture Code.

JOB SUMMARY:

The Global Technical Lead, Gender Equality and Health reports to the Director, Global Program Development. This position will lead the thematic portfolios of gender equality and health. This includes leadership in development of program strategy for both thematic areas, strengthen research and establish strong presence in global gender and health advocacy forum/networks. The Global Technical Lead will ensure mainstreaming of gender equality across all thematic areas of Right To Play and will deepen the quality of program within the thematic areas of health. Within the thematic area of gender equality and health, Right To Play aims to deliver highest quality results in outcome areas of gender based violence, changing harmful gender norms, sexual and reproductive health, WASH and early childhood development (0 – 2 Years). The global team of Gender Equality and Health Specialists will directly report to the Global Technical Lead, Gender Equality and Health. As a portfolio lead this position will have indirect dotted line relationship with country level gender equality and



health specialists. The Global Lead will also manage technical consultants to strengthen the two portfolios. The Global Technical Lead will work closely with other technical specialist in the Global Program Development team to develop integrated programming standards and tools to ensure design and implementation of quality programs. The position will work closely with People and Culture team to advise on development of organizational policies on gender equality and sexual exploitation and workplace harassment policies.

The Global Technical Lead will be responsible for providing technical oversight for the development, implementation, research and representation of all of Right To Play's global gender equality and health programs.

The Global Technical Lead, Gender Equality and Health will be based in Toronto with up to 40% of time travelling to Right To Play program countries.

PRIMARY RESPONSIBILITIES:

Job Responsibility #1: Program Design and Development (30% of Time):

- Lead the design and development of gender equality and health programs aligned to Right To Play's global strategy and thematic area priorities with a focus on early childhood development (0-2 years), sexual and reproductive health, WASH, gender based violence and changing gender norms for girls to realize their full potential.
- Work with child protection, education, training and methodology, MEL and Policy and Advocacy colleagues at Right To Play through a collaborative, cross-organizational process to advance a comprehensive thinking on gender equality and health program development.
- Provide mentoring and technical support to Gender Equality and Health Specialists in the country office.
- Support periodic review and course correction of gender equality and health programs to ensure they are based on evidence and evidence-generating.
- Provide technical support to reflect global gender equality and health priorities and policies in proposals, field assessments and coordination with local and international partners.
- Continually stay abreast of research, external trends on play-based learning and gender equality and health
- Provide technical support for training and capacity building team to develop quality play based learning training resources on gender equality and health.

Job Responsibility #2: Strategic Program Planning (25% of Time):

- Develop and lead the strategic program framework for gender equality and health.
- Lead change processes in gender equality and health program implementation to align with Right To Play's strategic objectives.
- Lead the design, review and roll-out of program-specific tools and resources.
- Guide the development of measurement indicators and strategies for gender equality and health programs in alignment with global best practices and recognized indicators.
- Lead ongoing efforts to assess and address the organization's capacity needs in gender equality and health, including institutionalization and strengthening of Communities of Practice (CoPs).
- Develop and manage strategic and operational plans for the gender equality and health programs.



- Lead the development of research, case studies, technical notes and policy briefs on gender equality and health programs.
-

Job Responsibility #3: Advocacy and Policy (15% of Time):

- Develop and strengthen core partnerships and networks with key stakeholders in the gender equality and health sector, including governments, global and regional networks, and multi-lateral institutions to contribute to policy dialogues on gender equality and health.
 - Drive collective advocacy initiatives at the global level, to advance key gender equality and health positions and contributes to policy papers, standards and tools in collaboration with networks globally.
 - Provide subject matter expertise to Right To Play's advocacy efforts in thematic areas of gender equality and health.
 - Partner with the Policy and Advocacy team to ensure alignment of Policy and Advocacy strategy and engagements with prevailing external trends and innovation in the field of gender equality and health as well Right To Play's own best practices in the two thematic areas.
 - Guide and support the People and Culture team in development of safeguarding policies and reporting mechanisms
 - Support capacity building initiatives to strengthen Right To Play's compliance to safeguarding policies.
-

Job Responsibility #4: Team Management and Planning (15% of Time):

- Manage a team of direct report Gender Equality and Health Specialist.
 - Lead the annual planning and budget for gender equality and health portfolios.
 - Provide coaching support to direct reports and in-direct reports.
-

Job Responsibility #5: Research (10% of Time):

- Develop and strengthen core partnerships and networks with key universities, research institutions, international NGOs, and/or multi-lateral institutions to contribute to the broader gender equality and health research base.
 - Manage and advise on selected research initiatives that are identified to test essential hypotheses as they relate to gender equality and health.
 - Contribute to core publications, articles, books and panels to share research results and practice.
-

Job Responsibility #6: Other Tasks as Assigned (5% of Time):

MINIMUM QUALIFICATIONS (Must have):

EDUCATION/TRAINING/CERTIFICATION:



RIGHT TO PLAY

PROTECT. EDUCATE. EMPOWER.

- Masters or doctoral degree in public health, women and gender studies, social sciences, public policy, international development/affairs, or other relevant areas.
- Training and/or additional certification in gender equality and health.

EXPERIENCE:

- 10 years or more of relevant professional experience in role(s) with progressively senior levels of leadership in international development at a global level.
- Professional expertise in gender equality and health (e.g. gender based violence, girl's empowerment, sexual and reproductive health, WASH, early childhood development (0 – 2 years), community based behavior change programs, provision and access health services, gender equality in emergencies, adult education and play-based learning).
- Strong experience with research analysis and writing skills, especially in proposal development.
- Strong experience with Results Based Management and performance management frameworks for gender equality and health programming, including development of logic models.
- Experience in managing and developing staff within a cross-functional organization, including supervising, managing and motivating team members.
- Experience with working on Canadian Government funded projects and other international development projects.
- Experience in mainstreaming gender equality across programs.
- Experience in delivery and design of high quality trainings.
- Experience in developing tools and technical notes on gender equality and health

COMPETENCIES/PERSONAL ATTRIBUTES:

- Consistently communicates a compelling vision that generates excitement, enthusiasm and commitment to the group's mission, purpose and goals.
- Ability to critically and reflectively explore new knowledge, theory, perspective and practice to support evolving leadership in gender equality and health roles.
- Demonstrates ability to adapt, learn and change through self-awareness and management of emotions and ability to develop supportive and productive work relationships.
- Assesses impact (cost, risks, etc.) associated with changes to current processes, systems, services or operations. Considers the wider implications to the organization, partners, donors, governments, etc.
- Ensures approved change initiatives are implemented and sustained. Manages key user/client expectations.
- Champions the culture of continuous improvement that institutionalizes learning, innovation, achievement and support. Ensures these attributes are given priority attention while conducting the business of the organization.
- Identifies and pursues opportunities to build and strengthen partnerships and alliances that are mutually advantageous and support the strategic interests of Right To Play.
- Applies culturally appropriate approaches to communicate and interact with the Right To Play team and diverse audiences.
- Demonstrates strong affiliation or engagement with global/local gender equality and health networks.
- Values and recognizes individual and team contributions. Expresses positive expectations of staff and provides specific coaching and feedback.
- Demonstrates a commitment to and understanding of children's rights and protection.



KNOWLEDGE/SKILLS:

- Deep understanding of gender equality and health issues in humanitarian and development settings.
- Strong knowledge of issues related to gender equality and health in development and humanitarian programs, as well as international bodies and policy.
- Extensive knowledge and understanding of global and local policies, programs and legislation affecting gender equality and health outcomes.
- Project management skills.

LANGUAGES:

- High level of proficiency in written and oral English, with fluency in French

DESIRED QUALIFICATIONS (An Asset)

- Fluency in Arabic or Portuguese
- Training/Professional Experience in Child Protection and education

WHO YOU ARE:

You are passionate about education and humanitarian work. You are an expert in gender equality and health programs, policy, advocacy and research initiatives at the global level. You enjoy building relationships and cultivating collaboration and sharing among country teams around the world. You are highly self-motivated, a self-starter that can manage competing priorities and continuously adapt your individual work plan to match the organization's needs.

WHAT YOU'LL GET:

The opportunity to work with a passionate, innovative and collaborative team where you have the ability to make things happen. You will gain experience working for a globally recognized organization with a healthy culture premised on our Culture Code (**accept everyone, make things happen, display courage, demonstrate care and be playful**). In addition, we offer a competitive salary and benefits package.

Target Start Date: Immediately

Contract Duration: Full Time

HOW TO APPLY:

If you are interested in applying for this position, please apply [here](#) to upload your resume and cover letter.

While we thank all applicants for their interest, only those selected for interviews will be contacted. **Shortlisting of applications will begin immediately and interviews may be held before the closing date.**



Right To Play provides equal employment opportunities to employees regardless of their gender, race, religion, age, disability, sexual orientation or marital status. We offer a family-friendly environment that allows for flexible work arrangements in order to support staff diversity and ensure a healthy work-life balance.

We are a child-centered organization. Our recruitment and selection procedures reflect our commitment to the safety and protection of children in our programs. **The successful candidate will be required to provide a satisfactory police record check as a condition of employment.**

Should you require any form of accommodation during the recruitment process, kindly contact the People & Culture team by email at careers@righttoplay.com

To learn more about who we are and what we do, please visit our website at www.righttoplay.com.