



JOB POSTING – Gender Equality Officer

Organization:	Right To Play International
Department/Division:	Program
Work location:	Dakar
Authorized to work in:	Senegal

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.

About the RECAF-Jeu Project

Funded by Global Affairs Canada, Renforcement des Capacités des filles part le Sport et le Jeu (RECAF-Jeu) is an initiative that will use the power of sport and play to promote gender equality and the rights of adolescent girls and young women in Senegal. This innovative partnership between Right To Play and the SEED Project will work in four regions of Senegal to build critical life skills of adolescent girls, address key human rights issues such as sexual and gender-based violence, and provide opportunities for girls and young women to participate in sport.

The five-year project will use sport and play as a form of experiential learning to develop leadership, communication and self-esteem in over 10,000 Senegalese adolescents and will support enhanced agency in girls





and positive masculinity in boys. RECAF-Jeu will also engage parents and caregivers, community leaders, and other community stakeholders to better understand and take action on harmful traditional practices and negative social norms that impact both girls and boys. Adolescent girls and boys will be supported to advocate on behalf of the rights of girls and women and a National Roadmap will be developed advance gender equality in and through sport. High profile sports personalities will play a critical role in bringing attention to this advocacy as well as acting as inspiring role models for girls, boys, and community members.

JOB SUMMARY:

The Gender Equality Officer reports directly to the Country Director (CD) or Head of Office (HOO) as applicable. The incumbent receives technical advice and supervision from the Global Gender Equality Specialist (GGES). The incumbent is expecting to participate in the relevant global Community of Practice as part of the One RTP structure. She/he is responsible for contributing to integration of gender transformative approach into all programs and projects. The incumbent will also support in designing gender responsive strategies for project planning, implementation, monitoring, evaluation and learning. She/he will support training programs to develop the capacity of Right To Play and its partners in gender responsive project implementation. She/he would be contributing to communication, knowledge sharing, skill development and awareness raising on gender programming within the organization and representing Right To Play in coordination groups and platforms. **“The incumbent is expecting to participate in the relevant global Community of Practice as part of the One RTP structure”**

PRIMARY RESPONSIBILITIES:

Job Responsibility #1: Strengthening a Gender Transformative Approach in programs (40% of time):

- Leads gender needs analyses for projects.
 - Provides inputs into the development and implementation of country strategic plans, in relation to the integration of gender equality.
 - In close coordination with the Program Manager/Project Manager and other program team members, develops strategies for ensuring project activities and plans are gender responsive and align with project objectives and results.
 - Participates in the development of new proposals and concept notes, providing advice to ensure appropriate integration of gender equality into future programming.
 - Supports the implementation of gender responsive programme activities within the country.
 - Participates in internal communities of practice at Right To Play.
 - Supports the Program Manager/Project Manager to ensure that specific donor requirements related to gender equality are well understood and implemented by program and other relevant teams
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Job Responsibility #2: Monitoring and Evaluation impact measurement, learning and reporting (25% of Time):

- Provides technical inputs into monitoring and evaluation tools, to ensure the integration of gender equality into the monitoring and evaluation of projects.
 - Advises on the gender responsive data-collection methodologies.
 - In collaboration with the Monitoring Evaluation and Learning team, participates in regular project monitoring and evaluation as required to ensure integration of gender equality into programming and learning.
 - Supports the Program Manager/Project Manager and Monitoring Evaluation and Learning officer in ensuring that learning is reflected in future programme design and implementation.
 - Monitors the external context and emerging needs regarding gender equality to recommend programmatic changes as necessary.
 - Provides inputs into donor progress reports, particularly regarding the implementation of project gender strategies.
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Job Responsibility #3: Capacity building/technical support and organizational development (10% of Time):

- Supports capacity assessments and facilitates capacity building for country office staff and RTP partners to enhance their capacity, confidence and effective implementation of gender strategies, activities and the integration of gender equality in all projects and programs.
 - Participates in the development of training modules and capacity building processes on gender mainstreaming, gender transformative programming and gender advocacy with the support of the Global Gender Equality Specialist and other technical specialists.
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Job Responsibility #4: Strengthening knowledge base and advocacy on Gender Equality (5% of Time):

- Participate in meetings of Gender Equality Community of Practice (GE-COP)
 - With the support and guidance of the CD/HOO and GGES identifies local and national networks and represent RTP in the established gender equality and social inclusion forums, networks and conferences.
 - Networks with gender focused professionals and institutions to raise awareness on gender equality and social inclusion issues.
 - Supports RTP's policy advocacy and engagement with key government stakeholders on gender equality under the leadership of the CD/HOO.
 - Facilitates coordination with other Civil Society Organizations (CSOs) working on gender equality.
 - Contributes to the identification of potential gender focused technical partnerships.
 - Provides input into communication products which raise awareness concerning RTP's engagement on gender equality
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Job Responsibility #5: Integrating Gender Equality and Social Inclusion Principles within RTP (10% of Time):

- Supports P&C in implementing and promoting Right To Play's Gender Policy, sexual harassment policy and others including CS policy, Beneficiary Protection policy.
 - Assists in the review of RTP policies (Gender Equality, Child Safeguarding, Beneficiaries Protection, Sexual Harassment etc.), procedures (recruitment, reporting sexual harassment incidents etc.) and manuals.
 - Supports People and Culture to develop the gender responsiveness capacity of RTP staff and its partners.
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Job Responsibility #6: Performs other duties as assigned (5% of Time):

Capacity building/technical support and organizational development

EDUCATION/TRAINING/CERTIFICATION:

- Bachelor's degree in a field related to International development, Gender Studies, Social Sciences or other relevant subjects.

EXPERIENCE:

- 3 years' relevant professional experience in program implementation, including practical experience in integrating gender equality into programming.
- Experience in integrating gender responsive measures in project design, monitoring and evaluation
- Experience in capacity building in gender equality (of civil society, government, and/or other actors)

COMPETENCIES/PERSONAL ATTRIBUTES:

- Demonstrated working knowledge on analytical tools and principles of gender equality particularly gender needs assessment across project cycle
- Knowledgeable about gender diversity and inclusion.
- Ability to meet deadlines and manage multiple priorities
- Ability to articulate the gender responsive approaches in oral/written communication
- Ability to network and advocate for gender equality

KNOWLEDGE/SKILLS:

- Ability of implementing gender responsiveness across projects
- Ability in gender analysis and needs assessment across project cycle
- Skills in developing and delivering gender equality trainings will be an asset
- Excellent computer skills including Microsoft Office and Excel Excellent knowledge

Project program specific technical skills could include:

Skills in reproductive health, WASH, SGBV, education, protection, adolescent girls,

LANGUAGES

- Fluency in written and spoken English and local languages. French is required in francophone countries.





DESIRED QUALIFICATIONS (An Asset)

- Experience working with an international NGO and/or donor
- Experience of working on Gender Equality and sports or sports for development
- Experience of working with education projects/programs
- Experience of working on sexual reproductive health
- Experience of working on education technology
- Experience of working on gender based violence
- Experience of working on WASH
- Experience of working with adolescent girls
- Familiarity with Global Affairs Canada's Feminist International Assistance Policy
- Experience of working with Government of Canada projects
- Experience of working with ECW/LEGO/NORAD/DFID/USAID or other donors

WHO YOU ARE:

You are highly driven, results-oriented, collaborative and well-rounded leader with a passion for working with children and youth. You are an exceptional communicator with excellent networking skills.

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: July, 2021
Contract Duration: Permanent/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.

