



Job Posting – Gender Equality Specialist

Closing Date: May 31, 2019
Organization: Right To Play International
Department/Division: Global Program Development
Work location: London, United Kingdom or Toronto, Canada
Authorized to work in: United Kingdom or Canada (Canadian citizen or permanent resident)

BACKGROUND:

Right To Play (RTP) 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 help 1.9 million children each week 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*

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

POSITION SUMMARY:

Reporting to the Director, Global Program Development, the Gender Equality Specialist will ensure that Right To Play's commitment towards gender equality is translated into concrete and measurable actions. The position will provide technical support on gender equality, guide the mainstreaming of gender equality into program design and proposals, support capacity development initiatives, gender equality policy as well as, contribute to, strategy development, advocacy and research, at global and partner country levels.

The Gender Equality Specialist will work closely with a diverse team of program specialists within the Global Program Development (GPD) team and will provide direct support to country level Gender Focal Points and Gender Advisors, to ensure that gender equality is strengthened across all areas of program implementation.



This position is based in London or Toronto with 40% to 50% of time travelling to Right To Play program countries and between program unit locations.

RESPONSIBILITIES:

Job responsibility #1: Provide subject matter expertise (50%):

- Lead the development of new program designs and theories of change related to Right To Play's strategic outcome on gender equality
 - Advise and support Country Offices, the Global Program unit and the fundraising teams in National Offices in their efforts to attract new donors and write funding proposals
 - Identify and research current gender intervention strategies and programs to position Right To Play's play-based learning approach
 - Assist with needs assessments and provide technical advice
 - Ensure a systematic approach to Right To Play's principles of inclusion
 - Ensure data is collected and used in the design and formulation of project and program strategies and advise on strategies that reflect the needs of women and girls
 - Ensure gender responsive implementation of project and program strategies and advise how to engage women and girls more fully in the development processes that affect their livelihoods and their lives
 - Advise on allocation of project and program budgets for gender focused programs
 - Provide periodic reports to stakeholders and recommend strategies to address shortfalls
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Job responsibility #2: Capacity development for gender focused programs (20%)

- Identify training needs in gender focused areas; and develop and implement concrete capacity development plans
 - Support the preparation of/or dissemination of toolkits, training manuals and checklists for each focus area/sector and RTP Strategic Plan Outcome areas
 - Support training teams in organizing workshops on relevant topics that focus on improving knowledge, attitudes and behavior towards women and girls, men and boys
 - Support with onboarding and refresher trainings on gender equality for all staff
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Job responsibility #3: Advocacy and Partnerships (10%)

- Develop and strengthen core partnerships and networks with key stakeholders in the gender equality sector, including global/regional networks, and multi-lateral institutions to contribute to the gender equality policy dialogue
- Drive collective advocacy initiatives at the global level to advance key gender equality positions and contribute to policy papers, standards and tools in collaboration with networks globally



- Work in partnership with the Policy and Advocacy team to ensure alignment with prevailing external trends and innovation in the field of gender equality to ensure program teams across the organization adopt best practices
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Job responsibility #4: Gender Policy and Action Plan (10%):

- Roll out and disseminate the Gender Equality Policy and its tri-annual Action Plan
 - Support Country Offices, National Offices and HQ in the implementation of their action plans
 - In consultation with Country Offices, National Offices and HQ, review the Gender Equality Policy every three years
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Job responsibility #5: Research (5%)

- Develop and strengthen core partnerships and networks with key universities, research institutions, and international/regional NGOs to contribute to the broader gender equality research base
 - Work with Child Protection, Monitoring, Evaluation and Learning, and Policy and Advocacy colleagues through a collaborative, cross-organizational process to inform a comprehensive program of research that advances the evidence base for gender equality and play
 - Contribute to the development of core publications, articles, books and panels to share research results and practices
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Job responsibility #6: Other Responsibilities as Required (5%)

WHO YOU ARE:

You are a passionate advocate for gender equality. You enjoy travel and working cross-culturally with various stakeholders. You possess strong leadership skills and have demonstrated experience in advancing gender transformative change. In addition to these, if you possess a positive attitude, with an ability to adapt in a dynamic work environment, this job is for you!

QUALIFICATIONS:

EDUCATION/TRAINING/CERTIFICATION:

- Master's Degree or equivalent in International Development Studies, Gender Studies, or related discipline; with completed courses in gender, women's studies and/or human rights

EXPERIENCE/SKILLS/ATTRIBUTES:

- Minimum 7 years of international experience working in women's rights and gender equality within public institutions, non-governmental organizations, UN agencies and/or international organizations



- Hands-on experience in designing development projects and programs with a gender lens
- Experience with monitoring and evaluation of programs with a gender lens
- An understanding of humanitarian, development and gender issues that is particular to Right To Play project locations
- Familiarity with and experience in quantitative and qualitative participatory research methods
- Analytical and communication skills, including research and proposal and report writing skills
- An ability to work on gender in a range of cultural contexts and link gender to other forms of oppression such as poverty and racism
- Demonstrated experience in development and facilitation of gender training and resource development
- Experience in strategic planning, and results-based management and reporting
- Demonstrated leadership, change management and conflict management skills
- Excellent relationship management with internal and external stakeholders
- Ability to multi-task, maintain a high degree of organization, and work under-pressure
- Highly adaptable, demonstrating a flexible attitude and an ability to work with people from various backgrounds and cultures
- Diplomatic, with demonstrated ability to make sound and reasoned decisions
- Willingness and ability to travel (sometimes on short notice)

LANGUAGES:

- Fluency in oral and written English required; ability to work in a second language, particularly French and/or Arabic, an asset

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: August 1, 2019

Contract Duration: Permanent/Full-time

HOW TO APPLY:

If you are interested in applying for this position, please send your resume and cover letter to careers@righttoplay.com and kindly include "Gender Equality Specialist" and your name in the subject line. Please indicate your salary expectations in the 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.