



Gender Equality & Social Inclusion Manager

Background

iDE: iDE is an international nonprofit dedicated to combating poverty in the developing world not through handouts, but by helping rural households access the tools and knowledge they need to increase their income. We are committed to creating sustainable markets that deliver much-needed products and services like toilets, water application technologies, and improved agricultural extension services to the rural poor of the developing world.

Gender Equality and Social Inclusion (GESI): iDE recognizes that biases and social norms prevent women, men, and socially excluded groups from exercising free choice and from taking full and equal advantage of opportunities for individual development, contribution, and reward. iDE further recognizes the intersectionality of biases represent a double and triple burden, further limiting individuals from exercising free choice and from taking full and equal advantage of opportunities for individual development, contribution, and reward. These disparities and biases undermine the effectiveness of iDE's programs - leading to less inclusive markets, businesses that miss critical segments, and unsustainable social and economic outcomes. To uphold our mission of creating income and livelihood opportunities for poor rural households our staff must apply standards to our organizational behavior that support and reaffirm the dignity, rights and opportunities of the people with whom we work.

Position

This position is for a full time hire to support iDE's Global Equality and Social Inclusion initiatives. The GESI Manager will be responsible for providing overarching program management and institutionalizing iDE's GESI Policy along with providing implementation support to iDE's country offices. This position will report initially to iDE's CEO and sits within iDE's Executive Office.

Primary responsibilities

1. Oversees and manages the implementation of iDE's GESI policy which includes 13 commitments of action of internal mainstreaming and programmatic integration efforts to be completed by April 2022.
2. Coordinates network of GESI related working groups across HQ and Country-offices.
3. Provides an external perspective and expertise to further strengthen the integration of GESI programming within iDE's market systems development approach.
4. Provides and facilitates GESI support to iDE's projects and country offices by providing input on GESI deliverables, undertaking GESI assignments, reviewing scopes of work, and helping country-based staff apply good GESI practices.
5. Supports business units around the company to pursue strategic GESI-focused programs. Provides input for proposal strategies and content. Shares knowledge of potential partners, consultants, and external GESI resources. As needed, undertake leadership roles in proposal development, providing vision and contributing to program design.
6. Supports a GESI mainstreaming research grant on the pain points and barriers to implementation as well as accelerators to mainstreaming gender equity and social inclusion efforts within international development organizations.



7. Advances iDE's thought leadership in GESI-related forums, such as GESI working groups, conferences, learning events, articles, and blogs.
8. Tracks iDE's GESI efforts and provides quarterly updates on progress for iDE's Board of Directors and global staff.

Required Qualifications

- At least 4 years of experience as a development practitioner with 2 years of core experience in GESI.
- Bachelor's degree in Gender Studies, Sociology, or any other relevant discipline.
- Demonstrated experience addressing issues related to social inclusion (i.e. disability inclusion, LGBTIQIA+ rights, minority groups, and other underrepresented groups), and gender issues (i.e. women's empowerment, men's issues/masculinity norms, gender equality etc.)
- Track record of experience on GESI capacity development of program staff and partner organizations
- Ability to facilitate and synergize the efforts of a multi dynamic, dispersed global and HQ-based team.
- Experience working with colleagues from different backgrounds, cultures, and nationalities. Ideally, experience living or working internationally with implementation INGOs.
- Strong written and oral communications
- Willingness to travel and work abroad for short-term placements (~1-2 weeks at a time) periodically throughout the year in iDE country offices. Including travel to remote locations.

Preferred Qualifications

- Experience designing and implementing gender-responsive research and/or MEL systems.
- Direct experience on economic growth, private sector development, agriculture, employment, financial inclusion, WASH, and/or market systems-development focused projects.

Compensation and Hiring

iDE is committed to equal opportunities for all, and does not discriminate on grounds of race, gender, religion, sexual orientation, or any other status. Women and minority candidates are encouraged to apply.

The pay range for this position is \$50,000 - \$60,000 for the Manager position and \$60,000 - \$70,000 for the Senior Manager position commensurate with experience. iDE offers an excellent benefits package which includes a generous leave policy, medical, dental, vision and life insurance as well as short-term disability, long-term disability, travel insurance, and 6% contribution to retirement.