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Job Title:	Intern – Gender Equality and Social Inclusion Community of Practice
Level and Grade:	TBD
Job Type:	Part-time/Hourly
Reporting Manager:	Roselle Agner/Noshaba Zafar
Department:	QuIL
Office:	HQ: Baltimore or DC Office
Date:	04/11/2022

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#### About Corus:

Corus International combines over 150 years of experience of our non-profit and for-profit subsidiary organizations – IMA World Health, Lutheran World Relief, CGA Technologies, Ground Up Investing, and Farmers Market Brands. Together, the organizations take a systematic approach to grow rural economies, eliminate extreme poverty, ensure access to quality healthcare, and respond to urgent humanitarian needs in fragile settings.

Corus leads an ensemble of social impact organizations working together in the world's most fragile settings to deliver the holistic, lasting solutions needed to overcome the interconnected challenges of poverty, health care access and climate change. Corus is a new model in the international space, creating a consortium of specialized non-profit and for-profit entities for greater impact. Additional growth is expected.

At Corus we believe that good only grows stronger and we reflect that belief in our workplace culture. We value every employee's specialized area of expertise and nurture professional growth. We promote an engaging and supportive work environment, where employees feel enabled and driven to innovate, learn and collaborate. And because our subsidiaries often function as partners, our employees have the opportunity to work across our enterprise family.

Corus is committed to diversity, equity and inclusion in our worldwide workplace, and we believe that social justice and respect for the human dignity of every person are fundamental to all we do as an organization.

Further details about the organization can be found at: <https://corusinternational.org>

#### Job Brief:

**Position Summary:** Corus International's Gender Equality and Social Inclusion Community of Practice is seeking an Intern to support GESI leads in GESI and GBV work. The GESI CoP is Corus' internal GESI and GBV Hub to mainstream GESI and GBV approaches and strategies across the organization's programming efforts. We promote gender equity and inclusion in our work. We continually assess the gender constraints, youth needs, and shocks and stressors that are affecting these communities' ability to thrive. We design programming that addresses the specific needs of women, youth and other marginalized groups and ensures communities can maintain development gains when difficult times arise. Our work includes conducting GESI analysis', designing strategies for gender and inclusion programming, data collection and dissemination of best practices and approaches, implementation of best practices, and monitoring to ensure efforts reach

those truly in need. The intern will support technical leads in all above mentioned tasks and support special initiatives by liaising with headquarter and country office teams.

**Key Result Areas:** KRAs indicate the core responsibilities, deliverables, and quality standards required for the individual to be successful in his or her role.

The success of this role is measured by the following KRAs:

Technical:

1. Assist with mapping of and building database of GESI/GBV best practices, tools, and approaches across the organization
2. Conduct research on topics of relevance to gender equality, social inclusion and GBV
3. Support the GESI Community of Practice with the drafting and editing of reports, presentations, official communications such as meeting minutes
4. Collect & Compile GESI data and conduct analysis of data on programmatic GESI/GBV initiatives across regions and Countries.
5. Contribute to development of success stories, social media content, and technical knowledge products such as newsletters, briefs, and blogs for internal and external dissemination
6. Expand understanding of funding opportunities related to GESI topics such as GBV through research
7. Other tasks as assigned

Administrative:

1. Maintain regular coordination with GESI/GBV technical leads and GESI Community of Practice to update, share and compile technical support requests from country offices
2. Actively participate in and contribute to team meetings. Assist with the drafting agendas, scheduling, and facilitation of meetings. Document minutes and action items as needed.
3. Provide logistical support on activities such as the organizing and reporting of conferences, events, training courses, etc.
4. Assist the Community of Practice in coordinating with project leads on GESI/GBV.
5. Update and maintain the GESI/GBV content on Corus website, and social media platforms and SharePoint site.

**Roles and Responsibilities:**

To perform this job successfully, an individual must be able to perform each essential duty and responsibility satisfactorily. The qualifications listed below are representative of the required knowledge, skills, and/or abilities needed to perform the principal duties.

**Supervisory:** No one reports to this position

**Education & Experience:**

- Currently pursuing graduate degree required with a focus on gender studies, International Development, International Affairs, Economics, Social Work, or other relevant areas

**Qualifications:**

- Excellent research, analytical, and communication skills
- Attention to detail and willingness to learn
- Demonstrated interest in gender and social inclusion issues and understanding of forms of GBV and intersectionality with gender equality
- Ability to work on a team and independently on projects and tasks while meeting required deadlines
- Strong knowledge of Microsoft Office applications and Virtual platforms (Zoom, Microsoft Teams)
- Background or Knowledge of Gender Equality and Social Inclusion (preferred)
- French & Spanish language skills are not required, but are highly desirable (spoken and/or written)

**Working Conditions, Travel and Environment**

- This position of an intern does not require any domestic or international travel
- The duties of the job holder do not require regular attendance in office, rather, the potential intern will be working remotely for at least 20 hours in a week
- The employee must be available to work outside normal office hours or on the weekends as required

### **Diversity, Equity, Inclusion and Zero Tolerance to Abuse**

As a member of the Corus Family, each employee/intern is expected to:

- Help to develop and maintain an environment that welcome and develop a diverse workforce.
- Foster a work environment where everyone feels valued and included.
- Support employees' evaluation and promotion processes based on skills and performance.
- Promote a safe, secure, and respectful environment for all members of Corus family, stakeholders in general, and particularly for the communities we serve.
- Follow Corus Code of Conduct helping to prevent any type of abuse including workplace harassment, sexual abuse and exploitation, and trafficking in persons.
- Adhere to the Organizational Core Values

*Corus International prohibits discrimination and harassment of any type and affords equal employment opportunities to employees and applicants without regard to race, color, religion, sex, age, national origin, disability status, sexual orientation, protected veteran status, or any other characteristic protected by U.S. or International law.*