



## Senior Technical Advisor, Gender and Social Inclusion (GESI) Job Description

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<b>Job Title:</b>	<i>Senior Technical Advisor, Gender and Social Inclusion (STA-GESI)</i>
<b>Level and Grade:</b>	<i>100</i>
<b>Job Type:</b>	<i>Full Time</i>
<b>Reporting Manager:</b>	<i>Associate Vice President, Quality Impact and Learning Rural Economies and Agricultural Livelihoods</i>
<b>Department:</b>	<i>Program Strategy and Technical Excellence, Quality Impact and Learning, Rural Economies and Agricultural Livelihoods</i>
<b>Office:</b>	<i>HQ – Washington, DC or Baltimore, MD</i>
<b>Date:</b>	<i>June 27, 2022</i>

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### About Corus:

Corus International is the parent of a family of world-class organizations and a global leader in international development, with 150 years of combined experience across our companies. We are an inclusive organization who believes diversity and differences only make us stronger. We are disruptive because by challenging convention, we innovate and maximize the good we can do in the world. We promote interconnectedness because complex problems require comprehensive, integrated solutions. And we are agile, because the world changes rapidly and we move at the speed of change. Our more than 800 employees around the globe are experts in their fields and dedicated to helping the world's most vulnerable people break the poverty cycle and lead healthy lives.

At Corus 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 companies 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:** The Senior Technical Advisor, Gender Equality and Social Inclusion leads the agency wide GESI mainstreaming efforts. She/he will develop and oversee an organization wide GESI mainstreaming strategy that deepens Corus' GESI expertise in relation to its Rural Economy and Agriculture Livelihoods Strategy, health programming, and humanitarian response strategy and ensures adherence to the Gender Minimum Standards, USG, and other donor standards. Such expertise will advance the organization's work in proactively addressing identity-based constraints such as gender, disability, race, religious, sexual orientation, etc. in a transformative way. She/he will identify and lead GESI specific business development opportunities and will be the GESI technical lead on high priority livelihoods, health, and humanitarian response business development opportunities. The position will provide direct technical support to projects on GESI (LGBTQI+, PWDs, Youth, etc.). She/he will represent Corus at technical

conferences and donor events to ensure Corus's recognition as a leader in GESI mainstreaming. The position will also lead internal learning and thought leadership on GESI and will participate in and/or lead external GESI communities of practice.

### **Key Result Areas:**

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

1. Project Technical Support (40%)
  - a. Provides strategic and technical GESI mainstreaming leadership for the international programs' division, providing expertise and guidance in all practice areas both at the headquarters office and in the field. In addition, lead Chiefs of Party and senior field technical staff in the developing a vision and strategy and ensure the quality of project interventions.
  - b. Provides support and advisory for youth-focused programming in collaboration with other technical practice area advisors and managers to ensure multi-sector and holistic approaches.
  - c. Supports the recruitment and onboarding of project based GESI specialists.
  - d. Leads the development and implementation of GESI assessments (including youth assessments) and supports project staff with analyzing and incorporating findings into programming.
  - e. Supports project staff with regular analysis of M&E data to identify ongoing GESI-based constraints and formulate strategies to reduce them over the life of the project.
  - f. Gathers and collates evidence, lessons learned and case studies from across Corus' global project portfolio and ensures that best practices are incorporated across the portfolio.
2. Business Development (40%)
  - a. Provides leadership to the business development and program teams to identify and generate new business opportunities including positioning, capture planning and partnership development.
  - b. Leads and/or conducts GESI assessments, provides ongoing mentoring, coaching, and technical guidance international programs department staff. project design and the development of GESI strategies and develops and updates GESI technical publications.
  - c. Serves as the technical design lead in high priority proposals, supporting proposal team members in diagnosing GESI-based constraints and designing innovative and effective interventions to close gaps. Ensures GESI is considered in all proposals and that they meet donor standards and the Minimum Standards for Gender Mainstreaming.
  - d. Stays apprised of donor trends—especially USAID, USDA, DFID, and the Bill and Melinda Gates Foundation--and strategies in GESI development.
3. Representation and Thought Leadership (10%)
  - a. Participates in networking events, conferences, and donor outreach events.
  - b. Engages in research on women's economic empowerment, gender-based violence, masculinities and other emerging topics and presents findings at high profile sector events.
  - c. Manages engagement in GESI-related working groups and communities of practice.
  - d. Identifies NGO, technical working group, and donor partners and build effective professional partnerships.
  - e. Develops and contributes to technical thought pieces such as briefs, working papers, blogs, etc. to promote emerging practices or highlight concerns in GESI.
4. Learning and Knowledge Management (10%)
  - a. Develops and leads an organizational strategy to ensure GESI mainstreaming throughout Corus' programs. Communicates to senior management progress towards meeting GESI mainstreaming objectives and advises on where to invest organizational resources to build organizational capacity and obtain new project funding.
  - b. Champions GESI mainstreaming withing the organization as part of the diversity, equity and inclusion working group.
  - c. Leads a GESI community of practice within the organization and ensures GESI mainstreaming across a livelihoods, health, and humanitarian response programs.
  - d. Formulates and manages a GESI mainstreaming learning agenda that fits into Corus' organizational strategies and advances gender equality and social inclusion.

### **Roles and Responsibilities:**

### **Supervisory:**

This is not a management position.

### **Education & Experience:**

- Master's degree in Gender Studies, International Development, Sociology, or related field required
- Minimum 10 years of relevant program and technical work experience in health, agriculture, humanitarian response or policy area in the international development sector, including a minimum of 7 years' experience in GESI mainstreaming.
- Experience working on donor-funded international projects with demonstrated experience managing and implementing gender and inclusion programs funded by large institutional donors; USAID projects preferred, as well as a knowledge and understanding of compliance with respective donor rules and regulations.
- Demonstrated success in writing winning proposals leading and/or contributing to business development.
- Knowledge of industry trends in gender equity and inclusion in livelihoods and health programs with technical experience in women's economic empowerment, gender-based violence and masculinities approaches.
- Demonstrated familiarity with current trends in social behavior change, adult learning, social capital or behavioral economics, a plus.
- Experience with qualitative and quantitative evaluation methods a plus
- Experience with the effective incorporation of gender and inclusion into a broad array of programming, including private sector and market systems a plus.
- Demonstrated ability to productively build and maintain relationships with senior-level colleagues, government agencies, NGOs, private sector groups, and other donor organizations, internationally based consultants, and sub-contractors.
- Capacity to design, lead and facilitate participatory workshops, seminars and training session that engage market actors in a meaningful way.
- Strong written and oral communication skills, including a proven ability to mentor staff, and collaborate with partners from diverse backgrounds and cultures.
- French or Spanish proficiency is a must.
- Strong and demonstrated ability to influence and persuade others without having direct oversight of their work.
- Experience working within a matrix management system is a plus.
- Ability to effectively use the full suite of Microsoft products.

### **Other Duties:**

This job description is not designed to cover or contain a comprehensive list of activities, duties, or responsibilities for the position. Duties, responsibilities, and activities may change at any time with or without notice. All positions are required to perform any additional tasks assigned by the supervisor. Global positions that are bound by contracts will not be changed without notice and approval.

### **Working Conditions, Travel and Environment**

- The duties of the job require regular attendance of at least 5 days/week. The employee must be available to work outside normal office hours or on the weekends as required. Corus has a hybrid work policy, allowing 50 percent of work to be done remotely.
- This position must be able to travel as required for standard domestic and international business purposes. While performing the duties of this job in different locations, the employee may be exposed to precarious settings under high security risks and/or very basic living conditions and outside weather conditions, as well as to infectious diseases.

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

As a member of the Corus Family, each employee 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 of Inclusion, Disruptive, Interconnected and Agile.

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.