



**JOIN OUR TEAM. CHANGE YOUR CAREER. CHANGE THE WORLD.**

## **BILINGUAL GENDER EQUALITY AND INCLUSION ADVISOR**

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<b>Organization:</b>	Plan International Canada
<b>Reports to:</b>	Senior Advisor, Gender Equality
<b>Location:</b>	Toronto or Ottawa preferred (involves 30-40% international travel annually for up to 2 weeks at a time)
<b>Status:</b>	Full-time, Contract (initially 12 months and opportunity to extend)

### **About You**

Are you passionate about equal rights for all children and equality for girls? Can you see yourself being an integral member of a team that works towards transforming lives in developing countries?

Do you have demonstrated experience in international development and humanitarian programming? Are you ready to contribute to a high-performing team focused on effectively designing, implementing, monitoring and evaluating gender transformative programs? Do you have gender equality expertise, a collaborative working style and experience working with diverse stakeholders and colleagues? Are you a creative problem solver and critical thinker that thrives in a fast-paced work environment?

### **The Position**

The Bilingual Gender Equality and Inclusion Advisor is an integral member of the Gender Equality Unit, under the Program Effectiveness and Quality department with a significant role in influencing and executing the Unit's strategy to Grow Program Impact as part of our overall organizational strategy: *20 Million Reasons*.

Working collaboratively with a team of Technical Advisors and Program Managers, you will be responsible for supporting Plan International Canada's efforts to fully implement Plan International's Global Policy on Gender Equality and Inclusion. This includes increasing staff capacity on gender equality issues, mainstreaming gender equality in programs especially in Malaria, HIV and TB programming, supporting the implementation of high quality gender aware and/or transformative programs and improving the results of our multi-country development and humanitarian programming. The Bilingual Gender Equality and Inclusion Advisor will also undertake policy research and external engagement to build Plan International Canada's profile as a leader on gender transformative programming.

Our successful candidate will have demonstrable strong technical capacity in designing and implementing gender integrated development and humanitarian programs, networking and working relationships with different donors and other partner organizations. You will provide technical assistance and support for primarily health programming such as the Global Fund for HIV, Malaria and Tuberculosis in identified country programs, design gender aware or transformative programs, strengthen organizational capacities to effectively implement gender aware and/or transformative child rights-based programming and support the monitoring and evaluation of programs for gender equality results.

**What does success look like?**

- Providing technical advice for the implementation of gender integration strategies and actions to our supported programs to meet and exceed Plan International Canada and donor requirements. This will include supporting staff and partners in specific Plan countries with practical in-field and remote implementation support.
- Identifying strategies to overcome gendered barriers within programming.
- Providing technical input to ensure gender mainstreaming within sector-specific program concept notes, proposals and performance frameworks such as on Sexual Reproductive and Maternal, Newborn and Child Health, Malaria/TB and HIV/aids, child protection, WASH, gender-based violence etc.
- Contributing to formulation of gender equality research initiatives and developing and/or supporting gender partnerships and cooperation with other organizations in Canada and in identified countries on child rights-based programming and policy relating to gender equality.
- Building capacity of Plan International Canada and country office staff on gender equality concepts as well as practical program implementation.
- Providing inputs for communications collateral including briefs, reports, web site posts/ blogs etc. and on specific occasions, representing Plan International Canada in external opportunities on gender equality.

**As our ideal candidate you will have:**

- An aptitude for reviewing, synthesizing and analysing information/data and produce quality reports
- Demonstrable ability to design gender aware and/or transformative approaches and strategies within sector programs
- A proven track record in conducting program-based gender analysis, preferably using participatory methodologies and including gender assessments
- Extensive experience and understanding of programming cycles and key milestones and processes with relevant donors
- Demonstrable training development and delivery experience for diverse groups
- A solution oriented, flexible and adaptable work style; open to collaboration with strong personalities and professionals; thrive in a fast-paced evolving work culture
- Ability to travel frequently, up to 30-40% internationally for up to 2 weeks at a time
- Fluency in English and French is required, another language is an asset
- A passion for mission driven work and personal values aligned with those of Plan International Canada's organizational values

### Why a career with Plan International Canada?

Are you ready for an opportunity to join one of the largest not for profit organizations in the world? Are you excited about playing an important role in positively impacting the future of millions of children and families globally?

Plan International Canada is a member of a global organization dedicated to advancing children's rights and equality for girls. We are calling on all Canadians to Defy Normal: to take a stand anywhere children are oppressed, exploited or left behind and girls aren't equally valued. Together, we can create a world where all unleash their full potential.

We support children's rights from birth until they reach adulthood. And we enable children to prepare for – and respond to – crises and adversity. We drive changes in practice and policy at local, national and global levels using our reach, experience and knowledge. We have been building powerful partnerships for children for over 80 years and are active in more than 70 countries.

Our unique culture fosters a supportive, flexible workplace where employees are encouraged to bring their whole selves to work. Join our high performing, diverse team and change your career...positively impact the world! Further information can be found at: [plancanada.ca](http://plancanada.ca).

### How to apply:

To express interest in this exciting opportunity to join a dynamic organization and a high performing team please forward your CV and covering letter, outlining your skills, experience and salary expectations to [gethired@plancanada.ca](mailto:gethired@plancanada.ca) by **March 25, 2019**. Please reference **Bilingual Gender Equality and Inclusion Advisor** in the subject line.

Plan International Canada is an inclusive workplace, and is committed to championing accessibility, diversity and equal opportunity. Requests for accommodation can be made at any stage of the recruitment process providing the applicant has met the bona-fide requirements for the open position. Applicants need to make their requirements known when contacted.

Consistent with our Child and Young people Safeguarding Policy the successful candidate must receive clearance by a police background check, including the vulnerable sector screen.

Applicants must be eligible to work in Canada for the duration of the work term. Proof of eligibility will be required.

Plan International Canada sincerely thanks all applicants for their expressed interest in this opportunity however only those selected for an interview will be contacted. No phone calls please.

**Thank you for your interest in a career at Plan International Canada!**

Commented [HS1]: Let's say 15 April 2019

Commented [NF2R1]: I will say application by sometimes in March to have someone who can start April or May 1<sup>st</sup> latest – and to align with the 12 months requirements (April 1, 2019 to March 30, 2020)

@ HR – please note the plan for Julie mat. leave:  
- 9 months leave for her and 3 months for her husband. Her return date is Feb 2020 with a progressive reintegration:  
-mid May 2019 to mid Feb 2020: 9 months leave  
-mid Feb 2020 to mid March 2020: 2 days a week  
-mid March 2020 to mid April 2020 : 3 days a week  
-mid April 2020 to end of April 2020: 4 days a week  
- Full time from May 1<sup>st</sup> 2020

To note then an overlap of contracts (April 1 to Mid may 2019 and Mid Feb to March 30 2020 ie 3 months overlap)