



JOIN OUR TEAM. UNLEASH YOUR FULL POTENTIAL. DEFY NORMAL.

SENIOR ADVISOR, GENDER EQUALITY

Organization:	Plan International Canada
Reports to:	Director, Gender Equality
Location:	Toronto or Ottawa (includes up to 40% international travel annually)
Status:	Full-time, permanent

What can you expect from joining a leading organization in the global movement to advance children's rights and equality for girls?

An inspiring team of intelligent disruptors that challenges themselves to Defy Normal – to be bold, insightful, focused and innovative.

We are one of Canada's Most Admired Cultures and here's why: together, we have created a climate of trust and inclusivity – where diversity in people, ideas and approaches is not only respected, it's encouraged. We are empowered to command change and build powerful partnerships, with support from passionate leaders to unleash our full potential and learn, lead, decide and thrive.

Further information can be found at: plancanada.ca

The Position

Reporting to the Director of Gender Equality, the Senior Gender Advisor will play an important role in guiding, strengthening and supporting Plan International Canada and Plan International's global capacity and expertise in gender integrated and gender transformative programming, proposal development, and support thought leadership on gender equality and women's and girls' rights.

Technical Support and Quality Assurance (30%)

- Provide technical support, advice and guidance to staff in Plan Canada and in Plan's overseas Country Offices to ensure quality programming, application of best practices and lessons learned in gender equality.
- Participate in project related monthly meetings to provide technical advice and support other units and technical advisors within Plan International Canada office to address implementation of gender equality work within programs.

- Support compliance and quality improvement regarding Gender Equality standards within the organization, as needed.
- Further deepen capacity on gender equality through development, consolidation and dissemination of guidelines, tools and processes; enabling program managers at Plan International Canada and Country Office staff to deepen the quality of Plan's gender equality and girls' rights programming.

People Leadership (25%)

- Lead a team of Gender Equality (GE) Advisors with technical advice and supervision.
- Hold periodic meetings with the GE Advisor Team, including consultants and interns, to consolidate progress across files. Support troubleshooting, prioritization, escalation and delegation, as required.
- Oversee ongoing performance of GE Advisor Team, including opportunities for growth and development.
- Organize a strategic team meeting with GE Advisor Team for consolidation of knowledge, lessons learned, best practices as scheduled by the Gender Equality Unit.
- Ensure new and existing programs have adequate assigned gender equality technical support.
- Update and maintain GE Advisor Team work plan and oversee individual work plans for GE Advisor Team, consultants and interns.

New program design and development (25%)

- Identify and pursue funding opportunities to expand Plan International Canada's gender equality program portfolio.
- Support and oversee gender integration into sectoral programs in areas such as: child protection, youth economic empowerment, emergencies, education, Maternal Child Health and microfinance, among others.
- Ensure that new expressions of interest, concept papers and proposals have assigned technical leads on gender equality.

Organizational Capacity Building on Gender Equality (10%)

- Provide customized and practical gender equality training for Plan International Canada staff, consultants, volunteers and partners on the corporate Gender Equality and Inclusion Policy.
- Support compliance and quality improvement regarding Gender Equality standards within the organization, as needed.
- Further strengthen organizational capacity on gender equality through development, consolidation and dissemination of guidelines, tools and processes; enabling program managers at Plan International Canada and Country Office staff to deepen the quality of Plan's gender equality and girls' rights programming.

Thought Leadership (10%)

- Contribute to and/or create policy papers, guidelines, standards and tools related to gender equality and girls' rights for Plan International Canada and/or Plan International.
- Lead and/or participate in internal and external events, awareness campaigns at national, regional and international level related to gender equality and girls' rights.
- Stay up to date on gender equality and girls' rights issues, policies, research and best practices to help ensure that innovative, sustainable and effective approaches and methodologies are pursued in Plan's programs.

- Support and conduct media interviews and high-profile presentations on Plan's work related to gender equality and girls' rights.

What does success look like?

- Manage and oversee the performance of the Gender Equality (GE) Advisor Team at Plan International Canada.
- Support the development of new gender integrated and gender transformative programs that meet donor and Plan International requirements.
- Facilitate quality and timely technical assistance for implementation of existing programs.
- Support organizational capacity building on gender equality across teams and departments.
- Contribute to policy and research work that will support Plan International's profile as a thought leader on girls' rights and gender equality.
- Build Plan International Canada's capacities and encourage continual learning on Gender Equality.

As our ideal candidate you will have:

- Successful track record, spanning at least 8 years of gender equality related program experience across diverse sectors and regions in international development; at least 3 of which should have been gained overseas.
- Demonstrable experience managing a high performing team.
- University and/or post-graduate degree in gender and development or related discipline or equivalent professional experience.
- Experience in gender integration in program design, implementation, monitoring, evaluation and gender analysis of project data.
- Proven track record in proposal writing and securing proposals that have strong gender equality components.
- Excellent oral and written skills in English. Strong written and oral French and/or Spanish skills are an asset.
- Good familiarity, networking and working relationships with different donors and other partner organizations that work on gender equality and girls' rights.
- Solid grasp of Global Affairs Canada's approach to Gender Equality and Results Based Management.

How to apply:

To express interest in this exciting opportunity to join a dynamic organization and a high performing team please forward your resume and cover letter to gethired@plancanada.ca by **June 16, 2019**. Please reference **Senior Advisor, Gender Equality** 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 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!