

Posted: 18 April 2024

CONSULTANT: Gender mainstreaming in diagnostic programmes

Project/ Mission

FIND has committed to gender mainstreaming both institutionally and at the programmatic level. We have engaged in improving elements institutionally, including targets for the board of directors, gender balance at leadership level, and equal pay. Programmatically (as a means to improving the quality of the science; diagnostic quality; and access to testing in our programmes) we have engaged in a gender strategy and have been funded for several work pieces in this area. One result of this can be found here: [Gender equity and social inclusion - FIND \(finddx.org\)](https://finddx.org).

Key Deliverables:

The priority deliverables for this work will be:

1. Develop gender related tools that can be used by all units at FIND (Health programmes, impact, CTU, Tech and Dev etc.)
2. Develop country profiles based on existing country snapshot template, that can help assess which countries have gender disparities, and legal environments that may impact this work, to help focus our work in those countries and where it is appropriate to ask and gather information on gender.
3. Developing e-learning modules for gender trainings at the institutional level
4. Supporting gender analysis from the M&E data
5. Liasing with the Impact unit on including gender related KPIs for the organization.

Required qualifications and experiences:

Education:

- University Degree in Gender Studies, Development Studies, Rural Development, Political Sciences, Social Sciences, or equivalent field will be given due consideration, but it is not a requirement.

Experience:

- A minimum of 4 years of progressively responsible experience at the regional, national, or international level working on implementing social protection programmes with a gender lens is required.
- Experience in the use MS Word, Excel, etc. and web-based management systems, and advanced knowledge of spreadsheet and database packages
- Experience in developing e-learning modules on social inclusion (preferably also with a sex and gender lens)
- Experience in understanding research processes, statistics and publications, and excellent writing, editing, and communication skills is desired.
- Experience in writing proposals on the issues related to sex/gender and social inclusion is an asset.
- Experience and strong familiarity with current theories, policies and issues in social inclusion, gender, development studies and human rights is an asset.

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- Experience in project coordination, monitoring, partnerships, and stakeholder management is an asset.
- Experience in report writing, workshop facilitation and capacity building skills is desired.
- Experience and deep understanding of the sensitivities of working with diverse stakeholders is an asset.

Advantageous skills/competencies:

- Ability to think strategically, handle ambiguity, and problem solve in a fast-paced, limited-structure, multicultural environment
- Pro-active and assertive approach, strong interpersonal and communication skills
- Proficiency in preparing clear and concise reports and presentations
- Capacity to adapt to changing project requirements and resilience to overcome challenges encountered during the project
- Fluent in English, written and spoken

Type of role: The selected candidate shall be offered a consultancy (80%-100%) contract for 9 months.

Location: Globally, remote or based at one of our offices (Geneva, Kenya, South Africa, India, Viet Nam)

Reporting to: Senior Manager- Evidence and Policy

Please note that due to high volume of applications, ONLY short-listed candidates will be contacted. FIND is dedicated to building an inclusive workforce where diversity is valued. FIND is an equal-opportunity employer. Every qualified applicant will be considered for this role. FIND does not discriminate based on race, colour, religion, gender, sexual orientation, gender identity, genetic information, age, national origin, marital status, pregnancy, disability status, political ideology, military status, or any other attribute protected by applicable law.

How to apply: Should you be interested, please send a summary explaining why you are interested, what attributes and skills you bring to this role and a copy of your CV to evidence.policy@finddx.org with the title: Application Gender mainstreaming consultant by 30-Apr-2024.

About FIND: FIND is accelerating equitable access to reliable diagnosis around the world. We are working to close critical testing gaps that leave people at risk from preventable and treatable illnesses, enable effective disease surveillance, and build sustainable, resilient health systems. In partnership with WHO, other global health agencies and the G20/G7, we are driving progress towards global health security and universal health coverage. We are a WHO Collaborating Centre for Laboratory Strengthening and Diagnostic Technology Evaluation. For more information, please visit www.finddx.org