



410 -700 Industrial Avenue
Ottawa, Ontario
Canada K1G 0Y9
web: www.vetswithoutborders.ca

Position: Technical Advisor, Gender

Location: Remote office in Canada with 30-35% travel

Reports to: Head of Programs

Salary range: \$65,000 - \$75,000

Application deadline: Until position is filled

Veterinarians without Borders/ Vétérinaires sans Frontières – Canada (VWB/VSF/VSF) is a charitable, humanitarian organization whose mission is to work for, and with, those in need to foster the health of animals, people, and the environments that sustain us. More information about the organization can be found at www.vetswithoutborders.ca.

The Gender Equality Technical Advisor will contribute to VWB/VSF's mission by leading strategy development and technical design of high-quality programs that promote gender equality in both development and emergency programming. They will ensure that women and men can equitably access, participate in, benefit from and act as decision makers as active participants in VWB/VSF programs. The Advisor will also support the implementation of gender-responsive monitoring and evaluation systems to demonstrate impact and share learning across programs, partners and staff.

The Advisor will support the Head of Programs in program management, coordination and donor reporting. They will also collaborate closely with partners to provide guidance and encourage ownership of gender-equitable programming. Additionally, the Advisor will lead the design and delivery of gender-responsive capacity building and system strengthening initiatives for staff and partners, with a focus on priority issues in gender equality and agriculture.

RESPONSIBILITIES

Strategy & Technical Leadership:

- Provide technical leadership for incorporating gender equality priorities into VWB/VSF programs by developing the strategic approach in relation to the wider global strategy, country priorities, and supporting the organization to update and implement VWB/VSF's Gender Equality Policy.
- Provide technical leadership to program implementation staff and partners to establish, implement and monitor program specific Gender Equality Action Plans
- Stay abreast of technical developments and trends in gender equality to develop materials and tools for VWB/VSF staff and program teams
- Build capacity of VWB/VSF and partners staff in key technical approaches related to advancing gender equality and social justice via developing and facilitating high quality

training via workshops, webinars, etc., as well as providing ongoing technical assistance and coaching.

- Work closely with VWB/VSF colleagues to serve as the technical lead on key strategic gender equality funding opportunities, including but not limited to scoping, planning, information gathering as well as identifying/brokering partnership.
- Provide technical assistance to partners and staff on design to ensure high quality, holistic gender-responsive and gender-equality focused programs and incorporating best practices, evidence-based solutions and innovation for gender equality.

Program Implementation:

- Provide oversight and guidance to ensure technically sound thematic program components grounded in gender and power analysis.
- Promote and monitor integrated programming for increased impact of gender-sensitive and responsive programs at the community level.
- Contribute to the development, dissemination, and monitoring of program quality tools and resources for advancing gender equality.
- Conduct field visits to project sites, identify operational challenges, and facilitate learning and improvement.
- Support the Head of Programs to ensure program collaboration and coordination with partners and consultants
- Ensure the quality, clarity, and consistency of technical components in internal and external reports, embedding gender equality throughout.
- Collaborate with volunteer engagement, program implementation, fundraising and communications colleagues as needed.

Research, Learning & Networking:

- Conduct gender analysis and quality monitoring using participatory methodologies.
- Foster an organizational learning culture that utilizes disaggregated data, evidence, and analysis for accountable programming.
- Share learning and evidence with staff, partners, and the wider gender equality community.
- Strategically engage with donors, partners, and governments to position VWB/VSF as a preferred partner in agriculture focused gender equality programming.
- Engage in technical coordination and networking bodies focused on gender equality
- Promote a Systems Strengthening approach as the overarching framework, that supports working in collaboration and partnership with governments and local partners and working towards impact, scale and sustainability.



410 -700 Industrial Avenue
Ottawa, Ontario
Canada K1G 0Y9
web: www.vetswithoutborders.ca

QUALIFICATIONS

- Master's degree in Women and Gender Studies or related degree with focus on gender equality in international development, social work, public health, sociology, anthropology or related area, or equivalent experience

EXPERIENCE AND SKILLS

- At least 5 years' experience (including field experience) providing technical leadership for the design and implementation of humanitarian and development programmes focused on advancing gender equality
- French language skills, fluency is an asset
- Strong understanding of gender equality principles and practices, the gender equality sector, policy priorities and key gender inequalities impacting women in agriculture.
- Proven experience leading diverse, complex initiatives and virtual teams to achieve agreed objectives; including demonstrated experience designing, implementing and reporting upon thematic/cross-cutting strategies and/or policies
- Significant experience in gender equality training, capacity building and mentoring, and a demonstrated ability to make complex concepts compelling and accessible
- Demonstrated knowledge and skills related to intersectional gender and power analysis, and to the design, piloting, implementation and evaluation of innovative technical tools and resource to advance gender equality
- Demonstrated strong knowledge and skills related to gender sensitive and responsive program design, monitoring and evaluation, including designing pathways to sustainable impact at scale.
- Experience of strategy development and planning to advance gender equality and social justice
- Skilled at networking, representation and partnership development in order promote learning, strengthen civil society and mobilise resources.
- Able to generate and use data and evidence to innovate, deliver, learn and share what works and what doesn't work for transforming the root causes of harmful gender norms and promoting gender equality for and with children
- Experience of supporting humanitarian preparedness, response and recovery

APPLICATION

Please send your CV and cover letter to recruitment@vetswithoutborders.ca

VWB/VSF/VSF is an equal opportunities employer, and we welcome applicants from a variety of backgrounds. We are particularly keen to consider applications from new Canadians and/or individuals from diaspora communities from the countries where we are working (Ghana, Kenya, Senegal, Cambodia, Laos, Vietnam, and South Sudan).