

## **VACANCY ANNOUNCEMENT – PROGRAM TECHNICAL LEAD**

Equal Access International (EAI) is an international not-for-profit organization working in several countries in Africa and Asia. EAI creates customized communications strategies and outreach solutions that address some of the most critical challenges affecting people in the developing world in the areas of peacebuilding and transforming extremism; championing gender equality and women's empowerment; and governance and civic participation. EAI is registered in Kenya as Equal Access International (EAI) East Africa.

### **POSITION OVERVIEW**

The **IP2 Program Technical Lead** – Kenya Based (or remote with significant travel to Kenya) will work with EAI's teams in Kenya and Somalia to ensure technical excellence in program implementation for a large Security & Justice Behaviour & Norms Change Program (*Nabadgelinta Soomaaliya*). The ideal candidate will have experience working on social behaviour change communications, norms change (including within institutions), and gender transformative programming (including in fragile and Islamic contexts).

He/she will drive the overall strategy of the SBCC and norms programming, develop curriculum, ensure an adaptive and evidence-based program design that is grounded in learning, and provide training and capacity building to teams and partners in Somalia and Kenya. This position will also require frequent travel to Somalia; and representation of the project with clients, partners, and funders including at workshops, conferences, and other public fora. This position reports to the Program Director (Kenya).

### **DUTIES & RESPONSIBILITIES**

#### **Project Implementation**

- Ensure effective and efficient program implementation and actively identify and direct the necessary technical resources (i.e. staff, consultants, training, etc.) required for consistent high-quality technical implementation of activities under EAI's consortia (IP2) workplan.
- Develop and implement program-wide approach to norms and SBCC, ensuring it is evidence based and grounded in identified behavior change theories including the behavioral drivers model and / or the com-b method.
- Lead the development / adaptation of curriculum and training required under the IP2 strand of the Nabadgelinta program, including for state and non-state actors.
- Conduct co-creation workshops across stakeholders using participatory approaches to inform SBCC program design and development.
- Support the development of the MEL strategy, with particular emphasis on the measuring the norms and behavior change component of the Nabadgelinta program.
- Produce and support high quality research (including norms diagnostic work) that demonstrate impact and advance the program evidence base of EAI's programming and approach.
- Oversee the integration of gender transformative approaches in all IP2 activities – ensuring global best practices are applied.
- Review and input into all SBCC and norms related media content
- Serve as a senior point of contact for donors and other stakeholders for the norms and SBCC elements of the program design and implementation.

- Ensure activities are blended with other implementing partners, including identifying cross-program synergies and opportunities for learning and collaboration.
- Identify capacity gaps in staff, partners (program wide) around SBCC and norms and provide capacity building support to meet identified needs.
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#### Monitoring, Evaluation, Research and Learning (MERL)

- Ensure the development of strong feedback loops and M&E processes –that feed into the overall program wide MERL strategy and results framework;
- Conduct analysis of program data and utilize to generate knowledge products and communication outputs in line with the KMC strategy.
- Support program assessments (internal and external), ensuring technical input from appropriate personnel is received and suggested improvements are implemented.
- Take part in program-wide reflection sessions.

#### Personnel Management

- Quality oversight on SBCC related work of field-based Technical Managers and partners.
- Mentor and develop Somali technical staff to ensure longevity of skills and knowledge within the program.
- Identify and oversee additional work of staff and consultants as required.

#### Thought Leadership and Public Outreach

- Represent EAI / Nabadgelinta externally by attending and presenting at conferences, panels, workshops, and other international fora; by writing in various technical publications; and through social media.
- Produce regular learning briefs around program innovations related to the SBCC and norms work.

### **QUALIFICATIONS**

The ideal candidate will be hardworking and highly motivated with significant experience leading international development programs focused on SBCC and norms. This person is comfortable working in a variety of settings, possesses a curiosity for innovation and new creative program design, and has a proven record in successfully designing and adapting innovative SBCC and norms-focused programming in fragile or conflict affected environments. The ability to establish rapport and achieve goals with a range of internal and external parties is vital.

#### ***Required:***

- At least 5 years of experience in designing, implementing and measuring behavior change and norms change programming, including at least 2 years in a field-based position (ideally in the East Africa region).
- Experience working on projects funded by EU, UN or UK government.
- Experience conducting research and analysis to identify drivers of norms and behaviors.
- In-country experience leading trainings and capacity building for a range of stakeholders related to SBCC and norms programming specifically – experience in Islamic based and / or conflict affected countries an asset.
- Understanding of gender transformative approaches and principles.
- Experience designing and implementing curricula and trainings with a specific focus on

- shifting norms and behaviors related to SGBV, land conflicts or accountability
- Experience working with governments and other state actors, ideally in an Islamic and / or conflict affected setting.
  - Fluency in English (oral and written).
  - Demonstrated experience with strategy development and execution, technical leadership, M&E,
  - Proven leadership skills and ability to lead teams in diverse geographies.
  - Problem solving and critical thinking skills; ability to break down complex problems.
  - Strong communicator, both written and oral. Strong organizational and multi-tasking skills.
  - Excellent intercultural communication skills – experience in interfacing with major strategic partners, government ministries, key multilateral agencies, and local staff.
  - Ability to work flexibly, outside of normal office hours, and in difficult conditions.
  - Strong attention to detail, highly motivated and ability to meet deadlines and prioritize tasks.
  - Proficiency in Microsoft Office Applications (Word/Excel/PowerPoint) and email.

### ***Preferred***

- Radio and / or TV production skills.
- Management of technical teams – including remotely.
- Work experience in the security and justice sector.
- Understanding of working to shift institutional norms.
- Previous work experience in Somalia or similar context.
- Previous experience in safeguarding and / or gender justice and social inclusion (GJSI).

## **WORK ENVIRONMENT**

This position is based in EAI's office in Kenya and is open to both national and international candidates. The role requires up to 25% travel to Somalia. This job operates in an office setting in an open plan environment and may require sitting for long periods of time.

This role has travel regionally via air travel. There will be additional time in transit to and require additional modes of transportation to areas that are remote and difficult to get to. The availability of adequate medical resources available are limited in these areas.

## **POSITION TYPE AND EXPECTED HOURS OF WORK**

This is a 40 hour per week full-time position. Standard working hours are Monday through Friday, 8:30 a.m. to 5:30 p.m. Occasional evening and weekend work may be required as job duties demand.

## **TRAVEL**

Travel to Somalia will be required. There may be additional international travel associated with this role.

## **HOW TO APPLY**

Interested and qualified persons are requested to send their Application Letter and Curriculum Vitae to [eaieastafrica@equalaccess.org](mailto:eaieastafrica@equalaccess.org) on or before Friday 7<sup>th</sup> July 2023 at 5 pm EAT, with the job title as the subject.

**NB: All the applicants should indicate on their CV their phone number, E-mail address, and their current place of residence.**