

## **VACANCY ADVERTISEMENT – GESI and Safeguarding LEAD, Somalia**

Equal Access International (EAI) is an international not-for-profit organization working in several countries in Africa and Asia. With a regional office in Nairobi, we have implemented programmes in Kenya, Somalia, Ethiopia, Tanzania and Djibouti.

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 peace-building and transforming extremism; championing gender equality and women's empowerment; and governance and civic participation. We help communities around the world drive sustainable and transformative change through our proven participatory media, technology, and outreach model. By designing solutions with communities, our programming is locally-owned and culturally resonant. We build communication ecosystems that take root and thrive, create platforms that elevate marginalized voices, and build locally-led movements that shift power, inspire normative change and promote creative, positive, and innovative solutions to social issues.

### **PROJECT OVERVIEW**

*Nabadgelinta Soomaaliya* (also known as 'Nabadgelinta') works with both security and justice providers, and the people they serve, to help create a safer, stronger Somalia. The programme recognises the critical role that improved safety, security and access to justice has in establishing the foundations to lasting peace and political settlements in Somalia. The period of performance of the project is from July 1, 2023, to March 31, 2026. *Nabadgelinta* will support Somalis to identify and articulate the challenges they face in accessing security and justice and to develop joint solutions that lead to visible, practical change in their experience and trust in the security and justice systems. Through approaches that enable informed and inclusive dialogue and negotiation, the programme seeks to transform how individuals, communities and institutions in Somalia can work together to create fairer, more efficient, and more accountable systems for security and justice.

### **JOB TITLE**

GESI and Safeguarding Lead

### **WORK LOCATION**

Nairobi/ Mogadishu

### **POSITION SUMMARY**

The GESI and Safeguarding Lead will provide strategic leadership and technical guidance across program activities to ensure gender and social inclusion mainstreaming. The GESI Lead will develop, adapt, and apply strategies, guidelines, and tools to ensure that gender equity and diversity are appropriately analyzed, identified, and addressed in the program, providing strategic support to the program team in building and strengthening their capacity. The Lead will closely work with program and monitoring and evaluation teams to develop and implement gender equality- and social inclusion-responsive monitoring systems and mechanisms. This position reports to the Technical Director based in Nairobi, Kenya.

### **KEY RESPONSIBILITIES**

### **1. Policy Development and Implementation**

- Develop and implement comprehensive GESI Strategies and Safeguarding Policies that align with the organization's values and mission.
- Ensure that all staff, partners, and stakeholders are aware of and adhere to the organization's zero-tolerance policy towards child abuse and other forms of exploitation, discrimination, and harassment.

### **2. Capacity Building and Training**

- Conduct regular briefings, training sessions, and workshops to raise awareness and build the capacity of staff, volunteers, partners, and government entities on Safeguarding Policies, GESI tools, strategies, and best practices.
- Capacitate the focal points in investigation processes and increase the pool of qualified investigators for both safeguarding and GESI-related concerns.

### **3. Program Integration and Implementation**

- Work closely with HR, program and operations teams to integrate GESI and safeguarding considerations into project proposals, programming plans, risk assessments, and budgeting processes.
- Ensure that GESI-focused analysis informs project planning, monitoring, evaluation, and reporting processes, and that safeguarding measures are integrated into program implementation at all levels.

### **4. Monitoring, Evaluation, and Learning (MEAL)**

- Collaborate with the MEAL unit to develop and implement gender-sensitive and inclusive monitoring, evaluation, and reporting mechanisms.
- Monitor, evaluate, and report on program activities from a GESI perspective, including impact measurement and documentation of outputs, outcomes, and lessons learned.

### **5. Networking and Advocacy**

- Establish partnerships and strengthen networks with government agencies, project partners, civil society organizations, and other stakeholders to effectively implement GESI-focused interventions and advocate for gender equality and social inclusion.
- Lead policy advocacy efforts and represent the organization on issues related to gender equality and social inclusion at regional workshops, webinars, and other relevant events.

### **6. Knowledge Management and Learning**

- Develop learning briefs, position papers, and best practice guides capturing GESI-related best practices and recommendations for mainstreaming gender equality and social inclusion across all project components.
- Stay up to date on trends and new approaches in safeguarding and GESI, and share knowledge and learning within the organization and with partners and stakeholders.

## **REQUIRED KNOWLEDGE, SKILLS AND ABILITIES**

- Master's degree in Gender, Women Studies, and Development Studies, with a strong preference for relevant GESI experience.
- Knowledge and familiarity regarding GESI and Safeguarding related context in Somalia, including socio-economic factors, social norms, and political environment.

- Direct programming or management experience in protection, prevention of sexual exploitation and abuse (PSEA), gender-based violence (GBV), and/or Safeguarding/PSEA
- Highly developed external engagement and networking skills
- Strong project management skills, including experience with research and development of programming models
- Experience leading a task force or community of practice
- Understanding of Safeguarding/PSEA risks and challenges (protection, prevention of sexual exploitation and abuse)
- Knowledge of legal international conventions related to protection.
- Experience working in fragile, conflict, post-conflict, and/or difficult operating environments is preferred.

### **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) with the job title as the subject.

Interviews will be conducted on a rolling basis until the position is filled. Only Shortlisted candidates will be contacted.