



WE ARE HIRING

**GENDER AND
DISABILITY
INCLUSION OFFICER**

**DIGNITY FOR ALL (D4A) FINNISH-
FUNDED FLOWER IMPACT PROJECT**

02.03.2020



ABOUT US:

Fairtrade Africa (FTA) is the umbrella network organization representing Fairtrade certified producers and workers in Africa. It has four (4) regional networks – Eastern Africa; Southern Africa; West Africa; and Middle East and North Africa. Established in 2005, FTA aims to effectively represent producers and workers within the International Fairtrade System and provide services to them that contribute to the improvement of their livelihoods. The FTA Board directs policy and strategic development of the organization.

FAIRTRADE AFRICA PURPOSE:

To improve the socio-economic conditions of African producers through increased access to better trading conditions.

ABOUT THE JOB:

Title: Gender and Inclusion Officer

Team: Eastern and Central Africa Network (ECAN)

Location: Addis Ababa, Ethiopia

Reporting Lines:

Post holder reports to: Program Coordinator, D4A Impact Program

Staff reporting to this post: None

Scale Level: Officer

Budget Responsibility: Yes

Dignity For All (D4A) Impact Programme - (FTA and Fairtrade Finland Partnership Programme):

This is a four-year (2018-2021) Programme funded by the Ministry for Foreign Affairs (MFA) of Finland. Underpinned by the Fairtrade Theory of Change (ToC), Dignity for All programme seeks justice and fairness through exercising rights and freedoms, empowerment through strengthening the assets and capabilities of the most marginalized farmers and workers, and the attainment of sustainable livelihoods through building resilient agro-based trade systems and societies.

The programme is aimed at capturing and assessing simultaneous change in four areas: small producer and worker organizations; supply chain business practices; consumer behavior and civil society action.

The programme has six projects that are currently being implemented in Ghana, Ethiopia, Malawi and South Africa in banana, flowers, wine, tea, coffee and cocoa value chains. It focuses on FTA key thematic areas of gender and social compliance, workers' rights, living income and living wage.

This role will be specifically working on Dignity For All (D4A) Impact Flower Project targeting 6 flower farms in Ethiopia, with a particular focus on gender components of the project and disability inclusiveness. This project has also been co-funded by a commercial partner – Aldi UK.

DUTIES & RESPONSIBILITIES

Dignity For All (D4A) Flowers Impact Project Implementation

- Coordinate and implement in-country activities in line with the approved work-plans and budgets as defined by the project on gender and disability inclusion components with flower farms.
- Adhere to Fairtrade Africa operational and implementation standards of gender and inclusion components
- Delivery on gender and disability inclusion capacity building in required project areas to key partners and workers

Monitoring, Evaluation and Learning

- Closely monitor project performance in reference to gender and disability inclusion and propose strategies for continuous improvement
- In close collaboration with project management and Monitoring and Evaluation (MEL) team, support the project monitoring and evaluation processes on gender and disability inclusion
- Support the D4A Flower impact project Business Development Advisor (BDA) in monitoring and evaluation initiatives of the Gender and Inclusion components
- Submit high quality narrative and financial reports (monthly, quarterly and annually) in accordance with project and organisational requirements
- Provide qualitative and quantitative data on a timely basis to Fairtrade Africa MEL function for reporting purposes on Gender and Inclusion components

Resource Mobilization

- Support the Project management team of Eastern & Central Africa (ECAN) with resource mobilisation efforts for upscaling of gender and inclusion components within the D4A project.

SKILLS & EXPERIENCE

Minimum Academic Requirement

- Bachelor's Degree in gender, rural development, sociology, community development, or any other related relevant area of study, and have experience working with flower farms

Other Specialist Training or Certifications

- Project and financial Management
- Training on gender and/or disability inclusiveness desirable

Minimum Years of Relevant Experience

- At least 3- 5 years' experience in a similar position
- Experience in gender-related and/or disability inclusiveness projects will be desirable
- Advocacy work on women's empowerment and/or disability inclusion issues

Communication Competencies

- Excellent command of spoken and written English
- Fluency in Amharic desirable
- Experience in report writing
- Excellent interpersonal skills with ability to interact with individuals across multi-functional and cultural disciplines

- Excellent organisational skills with ability to manage multiple work-streams with various partners at any one time
- Ability to build capacity of partner organizations to deliver on advocacy work

HOW TO APPLY



APPLICATION DEADLINE: 25TH MARCH, 2020

An application form (CVs will not be accepted) can be found on the jobs and volunteering page of our website <http://www.fairtradeafrica.net/about-us/jobs-and-volunteering/>

Completed applications should be **saved in the applicant's name**, and the position **Gender and Disability Inclusion Officer – D4A Flower Impact Project stating location of interest**. All applicants should state how they meet essential requirements of the post and include their email address, telephone contacts and three referees with contact details on the application form and email to recruitments@fairtradeafrica.net. If you have any queries, please call +254202721930 and ask to speak to a member of the HR team. Qualified applicants will be subjected to background checks as condition of employment.