



AGA KHAN FOUNDATION

## **JOB TITLE: Gender Coordinator**

Aga Khan Foundation

### **The position**

The Gender Coordinator will be responsible for implementing interventions to advance gender equity and equality through the operationalization of AKF's Gender Equality Strategy (GES) across programming, ensuring gender equity is mainstreamed throughout project cycles. Reporting to the Country Director and working closely with the Regional Advisor for Gender (East Africa), the Coordinator will provide technical leadership, foster collaboration, and deliver impactful interventions to advance gender equality and women's empowerment across AKF Tanzania's portfolio.

This is a local posting

### **Key Responsibilities**

- Implement AKF's Gender Equality Strategy and action plans in alignment with national policies.
- Serve as the focal point for gender equity across AKF Tanzania's programs, providing strategic direction and technical expertise.
- Ensure AKF's Gender Equality Scorecard is effectively implemented and reported on.
- Collaborate with Partnership teams to contribute to resource mobilization towards gender equality initiatives.
- Design and deliver gender-responsive activities integrated across all programs, including education, civil society, and climate resilience.
- Ensure gender-sensitive practices are embedded in project design, implementation, monitoring, and evaluation.
- Collaborate with thematic leads to mainstream gender equality into all programming areas.
- Identify gender capacity gaps among AKF staff and partners; design and deliver tailored capacity development plans.
- Provide ongoing training and mentorship to staff, government counterparts, and civil society partners on gender mainstreaming.
- Build and sustain relationships with government, civil society, AKF Regional and Global Teams and AKDN sister agencies to foster collaborative efforts in gender equity. Collaborate with M&E teams to ensure tools and systems enable gender-disaggregated data collection and analysis

- Facilitate gender audits, assessments, and learning reviews to refine strategies and document best practices.
- Prepare and share regular progress reports and impact assessments.
- Ensure gender learning are effectively integrated and communicated in all relevant AKF learning events.
- Advocate for gender equity within AKF and among external stakeholders.
- Lead on developing and reviewing communication materials to highlight AKF's gender-related achievements and impact.
- Represent AKF in national and regional forums on gender and women's empowerment.

## **The requirements**

### **Qualifications and Experience**

- Bachelor's degree in Gender Studies, Social Sciences, Development Studies, or a related field (master's preferred).
- Minimum of five years of experience in gender equality programming, with a strong record of implementing impactful, evidence-based interventions.
- Expertise in gender mainstreaming within multi-sectoral development programs, especially in education, civil society, or climate resilience.
- Evidence of developing and delivering high quality gender capacity development and learning opportunities, both internally and externally.
- Strong understanding of Tanzania's gender policies, frameworks, and socio-cultural dynamics.
- Proven ability to design and deliver capacity-building initiatives for diverse audiences.
- Excellent analytical, written and oral communication, and interpersonal skills, with proficiency in English and Kiswahili (preferred).
- Commitment to child protection, safeguarding, and ethical practices.

### **Core Competencies**

- Strategic thinking and leadership in gender equity.
- Effective collaboration across multicultural teams and stakeholders located across multiple offices, organisations, and geographies.
- Understanding of the changing country context and the opportunities and challenges it offers to advancing gender equality.
- Proactive problem-solving and adaptive management in dynamic environments.
- Strong ICT skills and familiarity with gender-responsive tools.

Interested candidates are requested to submit a cover letter and CV, including contacts of three references

AKF Is an Equal Opportunity Employer and is Committed to Safeguarding and Promoting the Welfare of Children and Vulnerable Adults and Expects all Staff and Partners to Share this Commitment.

**Qualified female candidates are highly encouraged to apply**

**This is a local posting**

**Sector**

Social Development

## **About the Agency**

The Aga Khan Foundation is a leading global development organisation working to tackle the root causes of poverty. For more than 50 years, we have helped create strong community institutions that support sustainable, locally driven initiatives to improve the lives of millions of people. By combining local knowledge with global best practices, we strive to bring about transformative and long-lasting improvements to quality of life.

Working alongside the agencies of the Aga Khan Development Network and through partnerships with local communities, civil society and business as well as governments and international aid agencies, **we are building a future where we all thrive together.**

## **Region**

Eastern Africa

## **Location**

Tanzania

## **Salary**

Salary and package to attract the best candidate

## **Job Expires**

04-Feb-2025

**APPLY HERE**