



## JOB DESCRIPTION

**POSITION:** Sr. Manager – Gender Equality & Diversity

**LOCATION:** Delhi

**REPORTS TO:** Team Lead

**LEVEL/GRADE:** Manager/Sr. Manager

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**Location:** New Delhi

### About ACCESS:

ACCESS Development Services is a national livelihoods promotion organization with a focus on incubating innovations and developing sustainable models for the livelihoods promotion of the poor. To this end, ACCESS is structured uniquely to work at all levels of the value chain – implementing programmes on the ground (Tier-I), working with Civil Society Organizations, Government Departments, the Corporate sector, and Multilateral / Bilateral Agencies (Tier II) as also undertaking national initiatives to influence and support policy initiatives and strengthening the enabling environment (Tier III). ACCESS with its head office in New Delhi has a pan-India presence having state offices in 9 states and 26 project offices. More at [www.accessdev.org](http://www.accessdev.org)

ACCESS's programme goal is to ensure that "women from the most marginalised communities are empowered, live in dignity, and their households and communities are secure and resilient". Unequal power relations are identified as one of the key underlying causes of poverty. Therefore, ACCESS has prioritized promoting gender transformative change through the programs as a core cross-cutting aspect of its work right from design to implementation and evaluation.

ACCESS seeks a world of hope, tolerance, and social justice, where poverty has been overcome and people live in dignity and security. Our goal is to ensure that women and girls from the most marginalized communities are empowered, live in dignity and their households have secure and resilient lives. Our employees are committed to ACCESS's values, Code of Conduct, and safeguarding commitments towards a safe workplace for all, including the principle of 'do no harm'. They are also responsible to uphold and strengthen our safeguarding commitments in their role.

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The position will be part of the senior management group, and work closely with the teams for the strategic direction and technical guidance.

### Responsibilities:





We are looking for a passionate and experienced individual with relevant experience in Gender, Diversity & Inclusion. S/he/they will be responsible for providing strategic, intellectual, and operational leadership through:

- Developing and implementing the Projects' Gender Equality and Social Inclusion Action Plan to prioritize women's and other disadvantaged communities' roles in household institutions and community through various sectoral programmes of ACCESS.
- Providing GESI-related inputs to the Monitoring, Evaluation, and Learning (MEL) Lead for the development of a comprehensive monitoring framework and indicators for all the programmes.
- Identifying capacity development needs with regard to GESI knowledge, awareness, and practices (KAP) of the project staff and design and facilitate capacity development and training initiatives to mainstream GESI including gender-sensitive trainings/sessions to ensure the differential needs, constraints, capacities, priorities of women and other disadvantaged communities targeted by the project are understood and addressed
- Improving the mainstreaming of gender into project activities and project management tools, including tracking of gender equality results and gender-sensitive analysis of data collected
- Leveraging consultations with women's groups, other disadvantaged communities and community stakeholders to incorporate best practices into the project
- Identifying strategic interventions to increase the capacity, supply, and demand of empowered women and other disadvantaged communities by creating an enabling environment for equality and justice.
- Working with the Knowledge Management, Learning, and Evaluation team to devise robust monitoring approaches and tools for measuring and tracking gender transformative change in programs as well as in the workplace
- Meeting demands for technical assistance, learning, and professional development with a ready supply of trained gender equality experts
- Connecting people, knowledge, and passion within and outside of ACCESS towards the impact on gender equality and social justice
- Driving the integration of gender-sensitive policies and practices across all functions at ACCESS such as HR, Finance, Procurement, Fundraising, Communication etc.

### Qualifications:

### Technical/Functional Skills

- Experience in analyzing and integrating gender dimensions in an organization's policies and programmes, particularly in the context of agriculture, rural development and urban development.





- Knowledge of gender analysis, gender-sensitive needs assessment and experience in developing and carrying out training sessions on socio-economic and gender aspects of agriculture and rural/urban development.
- Knowledge and expertise in mainstreaming gender equality and women's empowerment concepts and approaches.
- Experience and knowledge of capacity development programmes and tools.

### Education

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### Experience:

- Master's Degree or equivalent in Social sciences with specialization in women's empowerment or Gender Studies
- At least 10 years of relevant experience in environmental and social protection projects and demonstrable experience in development projects.

### Skills and competencies:

- Strong networking and communication skills
- Understanding of the ecosystem of stakeholders and players including Government and Non-Government agencies focused on gender and diversity in India
- Ability to analyze complex systems and communicate in well-articulated and presented documents and reports
- Ability to work effectively in teams and including in diverse work environments.
- Fluent in English, Hindi, and other local dialects



### Travel Requirement

- Willingness to travel 30% or more including in remote geographies within India

**COMPENSATION:** The salary range in this position is commensurate to industry standards and will be determined based upon the experiences and fixed as per the HR policies of the organization.

*ACCESS is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, gender, sexual orientation, gender identity or expression, religion, national origin, marital status, age, disability,*

Interested candidates should send an up-to-date CV and cover letter addressing the above requirements to [sukhbir@accessdev.org](mailto:sukhbir@accessdev.org). Only short-listed candidates will be contacted. The deadline is August 17<sup>th</sup>, 2022.

