

Job Advertisement

Assistant Gender Coordinator – the Regenerative Seascapes for People, Climate, and Nature Project (ReSea) Program.

Position: Assistant Gender Coordinator.

Location: Tanga-Pemba Seascape, Tanzania.

Reports to: Gender Coordinator RESEA Program.

Are you passionate about gender equality, climate justice, and empowering women?

Background:

The Regenerative Seascapes for People, Climate, and Nature Program (ReSea), funded by Global Affairs Canada, seeks to enhance the resilience of coastal communities in the Western Indian Ocean (WIO) region to the adverse impacts of climate change. The program focuses on improving the socioeconomic conditions of these communities, with a strong emphasis on gender-responsive conservation and climate adaptation.

The program is structured around three key pillars:

- **Blue Planet**, which aims to improve the effectiveness, equity, and gender responsiveness of Marine Protected Areas (MPAs) and Locally Managed Marine Areas (LMMAs);
- **Blue Nature**, which promotes gender-responsive nature-based solutions (NbS) for climate change adaptation;
- **Blue People**, which enhances women's economic empowerment in nature-based value chains.

The ReSea project is being implemented in five WIO countries: Kenya, Tanzania, Comoros, and Madagascar. In Tanzania, Mission Inclusion, in partnership with IUCN have partnered with Women Fund Tanzania Trust (WFT-T), who serves as a technical partner for feminist and gender actions that promote gender equality, economic and environmental justice in the Tanga-Pemba seascape.

Who we are:

Women Fund Tanzania Trust (WFT-T), is the first and only feminist women's fund dedicated to advancing women's rights and social justice. The Fund is looking for a dynamic and committed Assistant Gender Coordinator to join our team. This is your chance to be at the forefront of the Regenerative Seascapes for People, Climate, and Nature Project (ReSea), an innovative initiative that blends environmental conservation with gender empowerment in the Tanga-Pemba Seascape.

At WFT-T, we believe that the future of climate resilience and sustainable development lies in empowering women and marginalized communities. Our goal is to ensure that women are not just participants but leaders in creating a more sustainable and equitable future. If you are driven by a passion for gender equality, environmental justice that leads to sustainability, and inclusive community development, we encourage you to apply for this impactful role.

Key Project Objectives

The RESEA Project focuses on integrating gender equality into environmental conservation efforts, particularly in the Tanga-Pemba Seascape. A primary objective is to ensure that women, especially those from marginalized communities, are active leaders in decision-making processes related to marine resource management, climate adaptation, and the blue economy. The project emphasizes women's economic empowerment by providing access to nature-based value chains (NbS), sustainable livelihood opportunities, and leadership. Through inclusive governance, the project ensures that climate resilience strategies address the needs of women, while advocating for gender-responsive policies at local, national, and regional levels.

By intertwining gender equality, economic empowerment, and environmental sustainability, the project aims to create a more inclusive and resilient future where both women and men contribute to sustainable development and marine conservation.

The role:

The role of an **Assistant Gender Coordinator** within the RESEA Project under Women Fund Tanzania Trust (WFT-T) is to support the Gender Coordinator in ensuring the successful implementation of gender equality and social inclusion strategies. This position requires a proactive, organized individual who can assist in both operational and field-based activities, helping drive the project's objectives. Key responsibilities of the role include:

1. Support Gender Mainstreaming Efforts
 - Integrate gender considerations into project planning, implementation, and reporting by collaborating with relevant teams.
 - Assist in developing and distributing gender-sensitive materials and training modules to ensure stakeholders are equipped to uphold gender equality standards throughout the project.
2. Coordinate Field Activities and Community engagement.
 - Work directly with community leaders, women's groups, and stakeholders to gather insights, ensuring their feedback informs project activities and approaches.
 - Facilitate community meetings, focus group discussions, and workshops, ensuring that women's voices are represented and integrated into the project's decision-making processes.
 - Oversee logistical arrangements for gender-related activities in the field, ensuring smooth and efficient execution of all gender-focused initiatives.
3. Conduct Data Collection and Gender Analysis
 - Collect gender-disaggregated data to monitor and evaluate the progress of gender initiatives, contributing to project reporting.
 - Conduct preliminary gender analysis, identifying trends and issues, and report findings to the Gender Coordinator for further review.

- Assist in preparing evaluation reports, ensuring they accurately capture the gender-related outcomes and lessons learned from project activities.
4. Support Capacity Building Initiatives
 - Help organize and coordinate training sessions on gender equality, climate justice, and women's leadership for diverse groups, including community members, local authorities, and project staff.
 - Contribute to the development of training materials, ensuring their relevance and effectiveness in addressing gender issues in the local context.
 5. Assist with Advocacy and Policy Efforts
 - Support the preparation of policy briefs, reports, and presentations to advocate for gender-responsive environmental policies and practices.
 - Assist in coordinating meetings with policymakers, government officials, and civil society organizations, ensuring that discussions on gender equality in environmental and climate strategies are well-represented and impactful.
 6. Provide Administrative and Logistical Support
 - Manage logistical planning for gender-related workshops, conferences, and training sessions, ensuring that all events run smoothly.
 - Assist with scheduling and organizing meetings between the Gender Coordinator and key stakeholders, ensuring timely follow-ups and coordination.
 - Maintain organized documentation of all gender-related files, reports, and databases, ensuring that information is readily accessible and updated.
 7. Support Communications and Knowledge Sharing
 - Contribute to the creation of communications materials that highlight the project's achievements in promoting gender equality and social inclusion.
 - Assist in preparing content for reports, newsletters, and social media, focusing on amplifying women's leadership and showcasing gender-responsive climate action within the project.
 8. Monitor Gender Integration in Nature-based Solutions (NbS)
 - Help track the integration of gender considerations into Nature-based Solutions (NbS) activities, ensuring that women's roles in sustainable resource management are visible and prioritized.
 - Provide feedback from the field on women's participation in NbS activities, suggesting adjustments or improvements to enhance their involvement and leadership.
 9. Support Relationship Building and Partnerships
 - Act as a liaison between local women's organizations and the project team, fostering collaborative relationships that support the achievement of gender equality goals.
 - Assist in organizing and facilitating stakeholder meetings, ensuring that Women's Rights Organizations (WROs) and other key partners are actively engaged in the project's activities and objectives.

Key Strategies for Success:

- Inclusive Eco-Social Approach: Tailor solutions to local realities, ensuring women's active participation in climate resilience efforts.
- Intersectional Approach: Address complex and overlapping forms of discrimination that affect women and marginalized groups.
- Feminist Leadership: Empower women's organizations to lead and advocate for gender-responsive environmental policies.

What We're Looking For:

- o Qualifications: Bachelor's degree in Gender Studies, Social Sciences, Environmental Studies, or a related field (Master's degree preferred).
- o Experience: At least 5 years of experience in gender mainstreaming, women's empowerment, or feminist advocacy, with a focus on climate-related projects.
- o Skills: Strong communication, facilitation, and analytical skills, with experience working at the grassroots level and in community development.
- o Passion: A deep commitment to feminist principles, social justice, and environmental sustainability.

Why Join Us?

- o Be part of a transformative project that empowers women and fosters climate resilience.
- o Grow Your Network: Collaborate with national and international organizations committed to advancing women's rights.
- o Supportive Environment: Work within a feminist organization dedicated to creating lasting and transformative social change.

How to Apply:

To apply, send your CV and a cover letter detailing your experience and passion for gender equality and environmental justice to info@wfttrust.or.tz

Women Fund Tanzania Trust
17 Rufiji Street, Masaki
P.O. Box 79235
Dar es Salaam, Tanzania

Deadline for applications: 30th October 2024

Only shortlisted candidate will be notified.