**JOB DESCRIPTION**

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| **Position Title** | Gender and Social Inclusion Specialist |
| **Reports to** | Team Leader / Executive Director |
| **Organization** | Centre for Communication Programs Pakistan |
| **Position Status** | Karachi-based |
| **Salary** | Based on salary history and competitive |
| **Nature of Employment** | Fulltime with one year extendable contract |
| **Source** | Health Communication Component of the Mother and Child Health Program, Sindh |

**PROGRAM**

The position of Gender and Social Inclusion Specialist is based in Karachi and reports directly to the Team Leader/Executive Director, under the overall leadership of the Chief of Party. This position is under the Health Communication Component of the USAID-funded five-year Maternal and Child Health Program, implemented in the province of Sindh. The Health Communication Component is implemented in ten selected districts and is currently in its third year of implementation. The position also requires working in close coordination with the social and behavior change communication team of the Health Communication Component.

**GENERAL POSITION SUMMARY**

Gender and Social Inclusion Specialist provides technical assistance in support of all ‘gender considerations’ in implementation of the MCH Program, especially for its Health Communication Component. This position ensures that all tools and materials related to Health Communication for the MCH Program are prepared, implemented and evaluated in-line with gender considerations. This position also ensures that there is appropriate documentation to showcase gender sensitive data and text. The Gender and Social Inclusion Specialist also works closely with the Chief of Party and the Monitoring and Evaluation unit to provide feedback on results framework and for making sure that gender segregated results are available for all evaluation and research activities.

**ESSENTIAL JOB FUNCTIONS:**

* Refine, finalize and lead implementation of the MCH Program’s Gender and Social Inclusion Strategy;
* Operationalize and implement Community Dialogue Tool in selected communities together with program partners;
* Revision of existing tools and SBCC materials from a gender perspective;
* Analysis of findings of research conducted so far and integration of gender (among other cross-cutting issues) in the activities of the health communication;
* Strengthen capacity of field staff as well as program mangers to conduct to plan and implement activities from gender sensitive lenses; through training and resource support;
* Advice and support management staff on gender issues;
* Compilation, analysis and interpretation of MCH related gender issues and statistical data, thorough research and preparation of analysis and reports;
* Facilitate knowledge management of research and M&E findings;
* Advice on possible areas for program support for the component’s ongoing activities to ensure that they are in line with national policies and priorities related to gender;
* Representation of JHUCCP/MCHP in different forums; and
* Identification of best practices and lessons learned under the gender lens.

**KNOWLEDGE AND EXPERIENCE**

The ideal candidates should have:

* A minimum of Master’s degree in Gender Studies or relevant discipline, from a recognized national or foreign degree awarding institution;
* At least seven to ten years of proven experience in implementation of gender-focused social and behavior change communication programs/interventions;
* Advanced knowledge of public health, working knowledge of family planning and MNCH issues is of added advantage;
* Strong writing skills, preferably publications in peer-reviewed journals especially on gender and health related issues;
* Excellent presentation skills with a track record of having given presentations in scholarly events and conferences;
* Proficiency in Urdu and English languages; Sindhi will be an asset.
* This position requires travelling in rural Sindh and working alongside the field staff for implementation of program activities.

**SUCCESS FACTORS**

Successful Gender and Social Inclusion Specialist will have demonstrated expertise in gender mainstreaming. They should possess attention to detail, ability to follow procedures, meeting deadlines and work independently and cooperatively with team members.

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| **Vacancy Announcement**  Center for Communication Programs Pakistan, a nonprofit organization registered in Pakistan, is in consortium with Johns Hopkins Center for Communication Programs as its lead for a USAID-funded Health Communication Component of the Maternal and Child Health Program. Center is seeking applications from experienced and qualified professionals for a Karachi-based position of Gender and Social Inclusion Specialist. Gender and Social Inclusion Specialist provides technical assistance in support of all ‘gender considerations’ in implementation of the MCH Program, especially for its Health Communication Component. Detail job description can be downloaded from:  <http://ccp-pakistan.org.pk/employment/>  **How to Apply**  Interested candidates may apply electronically by submitting CVs and Cover Letters, with three traceable professional references to [jobs@ccp-pakistan.org.pk](mailto:jobs@ccp-pakistan.org.pk) with the subject-line clearly mentioning the job title.  **Last date for submission of applications is November 06, 2015. Only shortlisted candidates will be contacted.**  *Center is an equal opportunity employer.* |