

**JOB DESCRIPTION**

**Position: Gender Advisor, Renewed Women’s Voices and Leadership- Nigeria Project**

**Responsible to: Project Specialist**

**Location: Abuja**

**Line Management: None**

**Grade 7**

**Overall purpose**

The Gender Advisor will provide strategic leadership and technical expertise to integrate gender equality and feminist principles into the design, implementation, and evaluation of the RWVL Project. The role will focus on strengthening the capacity of women’s rights organizations (WROs), mainstreaming gender across program activities, and ensuring that gender-transformative approaches drive the project's impact.

**Key Responsibilities**

**A. Technical Leadership & Gender Mainstreaming**

* Provide strategic guidance on gender equality and women’s empowerment to ensure that all project components align with feminist principles.
* Lead the integration of gender perspectives in program design, implementation, and monitoring, ensuring that project interventions challenge structural inequalities.
* Develop and oversee gender mainstreaming tools, frameworks, and guidelines for WROs and project stakeholders.
* Ensure all project policies, strategies, and reports reflect gender-sensitive language and approaches.
* lead integration of intersectional feminist analysis and perspectives into programmes, activities and policies.

**B. Capacity Strengthening & Partner Support**

* Design and deliver gender-transformative training and capacity-strengthening initiatives for RWVL partners, stakeholders, and staff.
* Provide mentorship and technical assistance to WROs to enhance their ability to implement gender justice and women’s rights programs effectively.
* Support partners in documenting and showcasing best practices, lessons learned, and success stories from gender-responsive interventions.

**C. Advocacy & Policy Engagement**

* Lead the development of advocacy strategies to promote gender equality, leveraging project evidence to influence policy and legal frameworks.
* Engage with national and regional stakeholders, including government agencies, feminist networks, and CSOs, to advance women’s rights and gender equality.
* Contribute to policy briefs, reports, and communication materials that highlight gender-responsive programming and advocacy priorities.

**D. Monitoring, Evaluation, & Learning (MEL)**

* Work closely with the MEL team to develop gender-sensitive indicators and ensure robust tracking of gender-related outcomes.
* Support gender analysis, assessments, and research to generate evidence on women’s rights, feminist movement-building, and policy engagement.
* Lead knowledge-sharing efforts by compiling best practices and lessons learned on gender integration within the project.

**E. Project Management & Coordination**

* Contribute to the overall strategic direction and management of the RWVL project, ensuring gender priorities are embedded in work plans and budgets.
* Collaborate with other project staff and departments to ensure coherence and synergy in gender programming.
* Review project documents, reports, and communications products to reflect gender perspectives.

**Key Relationships**

**Internal Relationships:** Entire AAN team

**External Relationships:** WVL Nigeria ProjectPartners and Networks

**Persons Specifications**

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| **Attributes/Skills** | **Essential** | **Desirable** |
| **Education/**  **Qualifications** | * First degree in Gender Studies, International Development, Social Sciences, or a related field. | * Master’s degree in related field. |
| **Experience** | * Minimum of 5 years’ experience working on gender equality, feminist programming, and women’s rights initiatives in development settings. * Proven experience in designing and implementing gender-transformative programs and policies. | * Experience in feminist analysis * Experience working with Women Rights Organisations (WROs), feminist movements, and grassroots organizations is highly desirable. |
| **Skill Abilities** | * Strong understanding of feminist approaches, intersectionality, and gender analysis frameworks. * Excellent facilitation and capacity-building skills, with experience training diverse audiences. * Demonstrated experience in policy advocacy and engagement with government and non-governmental stakeholders. * Strong research and analytical skills to produce high-quality reports, policy briefs, and case studies. * Ability to manage multiple tasks, prioritize effectively, and work independently. * Excellent communication and writing skills in English; knowledge of local languages is an advantage. * Excellent report writing and analytical skills * Excellent planning and prioritization skills * Multi-tasking skills * Excellent (proven) interpersonal skills * Negotiation skills * Ability to apply participatory tools |  |
| **Personal Qualities** | * Creative and takes initiative * Team player * Willing to work additional hours at crucial times. * Self-motivated person able to work without close supervision * Passionate advocate for gender equality and women’s rights. * Strong feminist perspective and commitment to challenging power structures. * Ability to work collaboratively with diverse teams and partners. * Willingness to travel within Nigeria as required. * Effectively promote AAN’s mission values, and objectives |  |

Signed by: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Gender Equality Advisor-RWVL Nigeria Project**

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**Project Specialist- RWVL-Ngeria**