

# Job Framework:

Senior GESI Advisor



## General role information

<b>Job Title:</b>	Senior Gender Equality and Social Inclusion Advisor
<b>Reporting to:</b>	Director of Marketing and Innovation
<b>Salary Band:</b>	17
<b>Notice period:</b>	3 months
<b>Career Band:</b>	6
<b>Budget Responsibility?</b>	No
<b>Direct Reports?</b>	No
<b>Client facing role?</b>	No

## Introduction:

MSI Reproductive Choices is one of the world's leading providers of sexual and reproductive healthcare. We believe that everyone should have the right to choose. From contraception to safe abortion and life-saving post-abortion care, we are committed to delivering compassionate, affordable, high-quality services for all.

Today, our organisation has over 9,000 team members working in 37 countries across the world. Our success lies in the fact that MSI teams are locally led, entrepreneurial and results-driven, and are passionate about delivering high-quality, client-centred care in their own communities. As a social business, we focus on sustainable delivery, efficiency, and funding models that are built to last, so that the women and girls we serve today will have a choice in the future too.

We know that access to reproductive choice is life changing. For some, it can mean the ability to complete an education or start a career. For others, it means being able to look after the family they already have. For everyone, it means the freedom to decide their own future, creating a fairer, more equal world.

## The role

All MSI Reproductive Choices job framework is subject to a language neutrality test prior to approval and we're always looking for new ways to make our recruitment process as fair and unbiased as we can. If you'd like to provide feedback on MSI Reproductive Choices recruitment process, please do so via email to

[recruitmentinbox@msichoice.org](mailto:recruitmentinbox@msichoice.org)

**MSI is seeking a Senior Gender Equality and Social Inclusion (GESI) Advisor to lead on transforming MSI's approach to GESI, integrating and improving the quality and relevance of GESI activities at the global level, as well as in existing donor-funded projects.**

This role will provide focused technical assistance to MSI country programmes, supporting assessments, coordination, capacity strengthening, mentorship, and implementation of gender-transformative, gender-sensitive, equity, and inclusionary programme activities.

The Senior GESI Advisor will also work with the Evidence and Impact team to monitor gender and social inclusion at programme level, documenting and sharing successes and challenges and supporting the dissemination of best practice approaches. The learnings and outcomes generated from key projects will be used to strengthen adolescent, disability and gender equality and social inclusion programming across MSI's global partnership, significantly contributing to delivery of MSI's 2030 strategy.

This role reports to the Marketing & Innovation Director in the Technical Services department, which supports SBCC and community engagement client experience and digital health strategies across MSI.

## Key Responsibilities

**Advise on and ensure the integration of best practice in the design, implementation and monitoring of GESI approaches at programme level (60%):**

- Provide technical leadership on gender equality and social inclusion globally as well as on key, strategic donor programmes, ensuring donor deliverables reflect GESI principles
- Lead the design and rollout of global tools and training for GESI programming, supporting regional and country teams with embedding and use.
- Review existing MSI Social and Behaviour Change Communication (SBCC) and service delivery approaches to identify areas for improvement in inclusivity and transformative programming, with a focus on the outreach, MSI Ladies and public sector channels.
- Provide support for participatory data collection and user-centred approaches to ensure inclusion of key populations in the design of programming.
- Collaborate internally with key teams and technical leads (medical, operational, pillar directors) to implement and embed improvements in service delivery.
- Stay up-to-date with relevant GESI programming trends and best practice across the sector and participate in relevant working groups and external fora.

**Facilitate learning, partnerships and external engagement (40%)**

- Build the capacity and comprehension of global and in-country colleagues through training and mentorship in all aspects related to GESI, with an emphasis on gender equality and disability inclusion.
- Mentor in-country GESI leads and support them to share learning and expertise through a community of practice
- Lead technical input & contributions to the development of donor proposals to build in normative, gender-transformative and inclusive approaches, language and principles.
- Contribute towards strong knowledge management and sharing of evidence from existing donor funded projects.
- Work with partnerships, advocacy and communications colleagues to identify opportunities to showcase MSI and consortium partners' (WISH, Youth4Health) work in global and sector conferences and forums on gender and social inclusion.

- Represent MSI in meetings with current and potential donors, other donor funded consortia, and global, regional and country partners, as required.
- Organise forums (workshops, webinars, etc.) for sharing of new information, innovative ideas, best practices and lessons learned across country programmes.

#### Key success metrics:

- Improved reach among clients from marginalised groups
- Increased number of MSI programmes demonstrating progress towards gender transformative programming
- Client satisfaction metrics

## Key Skills

To perform this role, it is **essential** that you have the following skills:

- **Expert level understanding of “Do No Harm” principles, gender mainstreaming and gender equality and social inclusion principles and methodologies, including disability inclusion.**
- **Highly skilled in designing and leading behaviour change initiatives**
- Highly skilled in turning gender mainstreaming strategy development into pragmatic, workable solutions.
- Excellent English written communication skills and a high ability to organise and present information in a compelling, easy to understand and practical way, to both high-level donor audiences as well as in-country teams and stakeholders.
- Ability to design, facilitate & lead participatory training sessions
- Strong networking, partnership, and interpersonal skills.
- Able to multi-task, problem solve and prioritise to manage multiple and competing demands from internal and external clients
- French language skills an advantage.

## Key Experience

To perform this role, it is **essential** that you have the following experience:

- Significant technical experience at an advisory level in gender equality and social inclusion, with a focus on gender equality in project design, implementation, and technical assistance in the health sector, preferably in SRHR.
- Significant experience developing and embedding GESI strategies in an international development context.
- Experience at a regional or global level is an advantage, especially in building best practices and motivating teams to adopt tools, new ways of working.
- Demonstrated ability to ensure gender mainstreaming and social inclusion integration in project design, implementation, and M&E at a senior level.
- Experience working with national government, civil society organisations, community-based organisations and other stakeholders CSOs, CBOs and the government to deliver projects.
- Demonstrated capacity strengthening experience, including developing and conducting trainings, mentorship, and coaching of government, local, and community partners.
- Familiarity with GESI research and GESI analysis, monitoring and evaluation methodologies and approaches and ability to interpret data for decision making and inform programming and strategies.

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- Familiarity with social and behaviour change communication and social norms theories and approaches and substantial experience with mainstreaming gender and/or disability into SBCC approaches

## Formal Education/qualification

- Degree in relevant field (public health, gender studies, disability and inclusive development etc) and 5-7 years of relevant technical experience

## Personal Attributes

We recruit talented, dynamic people with diverse backgrounds and experiences, all united by a belief in our mission and a focus on delivering measurable results. We're proud to be an equal opportunities employer and are committed to creating a fully inclusive workplace, where everyone feels able to participate and contribute meaningfully. You must be open-minded, curious, resilient, and solutions-oriented, and be committed to promoting equality, and safeguarding the welfare of team members and clients alike.

**For this role, we're looking for an individual who is:**

- Leadership skills to work with autonomy while still being collaborative, prioritise tasks, and positively influence others.
- Ability to be strategic, flexible and adaptable with proven capacity to respond effectively to all levels of staff.
- Comfort with acting as role model amongst colleagues.
- Cross-cultural sensitivity and ability to work effectively in different socio-cultural contexts.
- Organised, high level of accuracy, and meticulous attention to detail.
- Ability to synthesize information from multiple sources.

## Our Values

**Mission Driven:** With unwavering commitment, we exist to empower women and men to have children by choice not chance.

**Client Centred:** We are dedicated to our clients and work tirelessly to deliver high-quality, high-impact services that meet their individual needs.

**Accountable:** We are accountable for our actions and focus on results, ensuring long term sustainability and increasing the impact of the Partnership.

**Courageous:** We recruit and nurture talented, passionate, and brave people who have the courage to push boundaries, make tough decisions and challenge others in line with our mission.

**Resilient:** In challenging situations, we work together and support each other, adapting and learning to find solutions, whatever we're up against.

**Inclusive:** We believe that diversity is a strength. We all play our part in creating a culture where every team member can thrive, feel valued and contribute meaningfully to our mission, and where all our clients feel welcome and supported.

By signing below, you indicate that you have read and agree to this job framework.

**Full Name:**

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<b>Signature:</b>	
<b>Date:</b>	