

Job Title **Senior Advisor, Sexual Orientation, Gender Identity, Gender Expression and Sex Characteristics (SOGIESC)**

Reports to **Regional Director & dotted line to Global Lead, Gender & Inclusion**

Location **One of IPPF Regional Offices in Tunis (Tunisia), Mexico City (Mexico), or New Delhi (India)**

Role Purpose:

To support the creation and implementation of inclusive practices across IPPF's work globally by implementing IPPF's Gender Equality and Equality, Diversity, and Inclusion policies. This role involves supporting the analysis and initiation of inclusive strategies and empowerment approaches for Member Associations (MAs). It requires collaboration with regional teams, including Directors of MA Support and Development and other team members as needed. The aim is to highlight the need for and support creation of services that are gender-equitable, and accessible for people with diverse sexual orientation, gender identity, gender expression, and sex characteristics (SOGIESC), as well as produce information, and education material to facilitate that within the broader framework of Sexual and Reproductive Health and Rights (SRHR).

Context of Role:

The purpose of this role is to assist in the analysis and implementation of diversity and inclusion initiatives within the Secretariat and IPPF Member Associations (MAs) across the regions. This involves providing technical assistance on services that are gender-equitable and accessible for people with diverse SOGIESC, initiating gender and inclusion programming, and supporting the campaigns for the inclusion of marginalized communities. Additionally, the role requires engaging the Federation in regional and global fora.

Deliverables:

- Adapt programming initiatives in Gender Equality, Diversity, and Inclusion across IPPF globally, including the secretariat and the Member Associations (MAs).
- Support the Secretariat and MAs in adopting intersectional approaches to enhance and strengthen their work on gender equality and inclusion, with a specific focus on SOGIESC.
- Support the Global Lead, Gender and Inclusion in the roll-out and implementation of IPPF's Gender Equality Policy.
- Design space for best practice sharing between MAs on creating services that are gender-equitable and accessible for people with diverse SOGIESC.
- Provide technical assistance to MAs on services that are gender-equitable and accessible for people with diverse SOGIESC.
- Adapt and advise on concept notes and proposals to secure funding for gender equality, diversity, and inclusion initiatives, identifying new opportunities and funding for SOGIESC programming.
- Optimise the implementation of MAs' gender and inclusion-related initiatives by collaborating with specialist external partners. This is done by:
 - Coordinating with AoCs and other teams across the Secretariat to adapt and communicate technical information to MAs to ensure diversity and inclusion in their regular service provision and organizational set-up.
 - Actively engaging with specialist external partners to advance gender and inclusion programming and planning.
- Support the SOGIESC Center's operations as needed.
- To undertake any other reasonable duties as may be requested from time to time.
- Adhere to the safeguarding reporting and monitoring requirements of this role.
- To uphold the values, ethics and culture of the organization and be an ambassador of the organisation.

Reporting/Management Responsibility:

- None

Key Skills/Expertise:

- Excellent analytical skills
- A proven ability to build consensus
- Effective facilitation skills
- Sound judgement, particularly in constrained and pressured situations and environments
- Demonstrated ability to think and operate strategically and transform strategies into results.
- Strong verbal and written communication skills- fluency in English. Other languages French/Spanish/Arabic are highly desirable.
- Willingness to travel nationally and internationally, as required.
- Demonstrate an understanding of and commitment to safeguarding in a local and international context.
- Demonstrates ability and willingness to work in a diverse, multicultural, multilingual and intergenerational environment that is anti-racist and respectful of others.
- An intersectional (pro) feminist passionate about sexual reproductive health care rights and justice, including safe abortion.
- Supportive of people's rights regardless of sexuality or gender identity/expression and supportive of worker's rights and access to health care in sex work.

Your Ethos:

- Demonstrate an understanding of and commitment to safeguarding in a local and international context.
- Demonstrates ability and willingness to work in a diverse, multicultural, multilingual and intergenerational environment that is anti-racist and respectful of others.
- An intersectional (pro) feminist passionate about sexual reproductive health care rights and justice, including safe abortion.
- Supportive of people's rights regardless of sexuality or gender identity/expression and supportive of workers' rights and access to health care in sex work.

IPPF is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all employees, volunteers, contractors and partners to share this commitment. Anyone employed with IPPF agrees to sign and adhere to IPPF's Code of Conduct and Safeguarding (Children and Vulnerable Adults) Policy.