



Gender and Social Inclusion Advisor

Job Description

Inclusive Development Partners (IDP) is a partner to FHI 360 in delivering the USAID-funded Bridge to Middle School Activity in Morocco. This Activity seeks to build the capacity of the Ministry of National Education (MEN) to implement new, student-centered curricula in Arabic and selected STEM subjects (grades 4-9) as well as English (grades 7-9), in ways that have measurable impacts on learning outcomes. A major component of the Bridge to Middle School Activity is to ensure gender- and disability-inclusive approaches across all aspects of work, in collaboration with MEN, local schools, and communities.

IDP is seeking a Gender and Social Inclusion Advisor for a full-time job of 3-4 years, to provide technical leadership in the project's inclusion efforts. This position is based in Rabat, Morocco. The Gender and Social Inclusion Advisor will report to the IDP Program Manager, with day-to-day oversight and guidance from the Bridge to Middle School Activity's Chief of Party (COP).

Specific Responsibilities

- Provide technical coordination, leadership, and expertise related to gender and disability inclusion across all project activities.
- Lead the development and implementation of a Gender and Social Inclusion (GESI) Analysis and Strategy.
- Provide technical support and guidance in the embedding of Universal Design for Learning (UDL) inclusive pedagogical approaches throughout curriculum development and teacher training.
- Ensure that all project work planning activities are gender and disability-inclusive.
- Lead project reporting on gender and disability inclusion activities.
- Work closely with the Monitoring and Evaluation (M&E) team to ensure that gender and disability inclusion considerations are reflected in all M&E plans and activities. Support the monitoring of M&E of gender and disability inclusion objectives over time to ensure they are being met.
- Work with senior project leadership to raise awareness and capacity among project staff on issues related to gender and disability inclusion.
- Maintain a strong working relationship and collaborate closely with government focal points for gender and disability inclusion, including at MEN
- Support partnerships and capacity-building with disability-focused organizations operating in Morocco, such as organizations of persons with disabilities (OPDs), disability-focused groups within the education system and other relevant organizations pertaining to inclusion.
- Identify and embed successful practices to promote a safe learning environment and the retention of marginalized learners, including on the basis of gender and disability.



- Ensure that remedial instruction and distance learning approaches are gender and disability-inclusive.
- Support the application of technology as a learning tool to promote engagement for all learners, and technology to support learners with disabilities as well.
- Communicate on a regular basis with IDP staff based overseas, and collaborate closely on all project management and delivery activities related to gender and disability inclusion.
- Travel within Morocco for field work related to project delivery.

Qualifications

- A Master's degree in education or a related field, with at least 5 years of experience; or a Bachelor's Degree in education or related field with at least 7 years of experience
- Fluency in Moroccan Arabic and French are required. Oral and written proficiency in English are strongly preferred.
- Proven experience and technical expertise in promoting the rights of persons with disabilities and/or girls in access to and learning through education. Noting that some applicants may have backgrounds in gender but not disability, or vice versa, IDP is committed to providing training to the successful applicant on areas of need.
- Experience supporting educational activities in rural communities in Morocco is preferred.
- Experience in curriculum development, teacher training, and/or direct instruction in schools.
- Ability to develop effective working relationships with government counterparts at all levels, local organizations, community stakeholders, and other partners as appropriate.
- Previous experience collaborating with OPDs, women's groups, and/or organizations advocating for the inclusion of marginalized people.
- Ability to work across technical and operations teams to develop and implement work plans, monitoring and evaluation strategies, and project activities that embed support to gender and disability inclusion.
- Excellent self-management skills, including the ability to manage competing responsibilities under tight timelines
- Prior experience working with USAID-funded or other donor-funded activities preferred.

Interested candidates are requested to submit a cover letter and CV in English to hayley@inclusivedevpartners.com.

Applications are considered on an ongoing basis.

IDP is an equal opportunity employer. Persons with a disability are encouraged to apply.