

## Women Win is seeking a Technical Expert in Girls' and Women's Economic Resilience

### About Women Win

Women Win is a leading global organisation focused on harnessing a rights-based building block approach to gender equity through sport and economic resilience. With a global team based largely in the Netherlands, Women Win collaborates with diverse partners to increase assets, access, voice, and agency for women and girls around the world.

Founded in 2007 with a mission to advance the playing field that empowers adolescent girls and young women through sport and play, Women Win's partners have reached more than 2.8 million girls in over 100 countries. We work globally to 'advance the playing field' that empowers girls' through sport and play - we raise funds, develop tools and approaches, design programmes, promote sport as a strategy to empower girls and women and influence other actors across sectors to take up this strategy. We currently re-grant more than 30 local organisations and support a wide range of programmes on the ground around the world.

In 2018, Women Win merged with Win-Win Strategies (WWS), a non-profit organisation whose mission is to connect the power of business with the deep assets of women's funds and organisations in order to empower women globally. Driven by the vision of a future where every woman and girl can exercise her rights and experience full economic resilience, WWS harnesses a holistic building block approach to women's and girls' economic resilience – one which addresses underlying structural barriers that they face in striving to become full participants in their economies and societies.

### Our Strategy

Women Win delivers on its vision and programmatic missions through functioning as an international girls and women's fund mechanism to raise and re-grant resources through two strategic pillars: Implement and Influence. The Implement team focuses on re-granting, working with local implementing partners in placing women and girl-centred design at the heart of programmes, creating innovative products and services, and working with a network of local partners to deliver and measure impact. The Influence team engages diverse stakeholders in dialogue to raise resources, make the case for impactful new strategies, while building bridges across sectors and raising funds for innovative initiatives.

### Background

Since its inception in 2007, Women Win has invested in the economic resilience of girls and women<sup>1</sup> through intra and cross-sector partnerships with a diverse range of partners, including but not limited to women's rights organisations and funds, the private sector, bilateral and multilateral institutions. Below please find some



examples of programmes Women Win manages and delivers, focused on girls' and women's economic empowerment (G/WER):

- In collaboration with the Dutch Ministry of Foreign Affairs in the Netherlands, Equileap, WeConnect and local East African partners, Women Win manages the *Building Bridges for Women's Economic Empowerment (B2WE2)* programme. This is a cross-sector partnership that aims to improve the conditions for women working in the floriculture and garment sectors in East Africa.
- In partnership with Standard Chartered since 2011, Women Win has managed the global implementation of the *Goal Programme* in 23 countries, with a diverse portfolio of local implementing partners. The Goal programme is the flagship education programme within Futuremakers by Standard Chartered, the bank's global initiative to tackle inequality and promote economic inclusion. Goal uses sport, play, life skills and financial education to transform the lives of adolescent girls around the world. Furthermore, in 2017, Standard Chartered launched the Goal Employability and Entrepreneurship Fund within Women Win, which aims to support innovative projects that increase the income-generating, entrepreneurship, and employability opportunities of Goal alumni and participants.
- With investment from Comic Relief, and in collaboration with Vijani Amani Pamoja, Population Council and Mom in Balance, Women Win implements the *Secure Futures* programme. This programme aims to create safe spaces for teenage mothers and young moms in Nairobi's informal settlements to continuously engage and support them throughout pregnancy and early motherhood. Through Secure Futures, young mothers access customised sport, life skills, parenting and economic empowerment activities to improve outcomes for them and their children.

In 2020, COVID-19 has laid bare the fault lines of inequality around the world, revealing glaring discrepancies in the manner and extent to which people experience the impacts of a global pandemic. While everyone is facing unprecedented challenges, girls and women are bearing the brunt of the economic and social fallout of COVID-19. Entrenched gender inequalities leave women and men with different resources available for them to prepare for, cope with, and recover from a crisis such as this pandemic. Short and long-term responses must recognise and address gender differences in vulnerability and economic resilience, or else risk leaving girls and women behind not just as a crisis unfolds but also during the eventual recovery, emphasising gender inequalities in the long run.

Against this backdrop, Women Win is seeking a technical expert to provide programmatic support and strategic direction to our global portfolio of programmes focused on girls' and women's economic resilience (G/WER). This individual will be expected to provide technical inputs and guidance across the programme cycle, from working closely with local partners to design, develop and deliver programmes through to monitoring and evaluation. In the face of COVID-19, central to this role is the promotion of the gender equality and economic resilience of girls and women. This is an exciting portfolio that requires creativity and leadership as it grows rapidly.

## Role Description

The Technical Expert will be responsible for providing strategic, technical and programmatic support in gender equality and G/WER. **It is important to note that the breadth of Women Win's G/WER portfolio of work with local partners' ranges from programmes that aim to increase the employability and entrepreneurship of girls and young women to those that promote the long-term economic resilience, health and well-being of women in the global supply chains.**

## Technical Requirements

### Programme Development and Support:

- Provide technical input on G/WER to Women Win in identifying and addressing technical gaps in design, planning, implementation, monitoring, evaluation and reporting of G/WER programming.



- Promote evidence-based economic empowerment strategies that address social and gender norms and promote the voice, inclusion and agency of girls and women.
- Liaise with Women Win's global portfolio of local implementing partners, supporting them with technical expertise on G/WER.
- In collaboration with the Resource Mobilisation Director, provide high quality and timely technical inputs into the design of project proposals focused on G/WER.

#### **Technical Capacity Building and Support:**

- Support the development of tools, systems, processes and approaches that continuously improve technical excellence and impact in the area of transformative approaches to G/WER.
- Develop and implement a training and capacity building programme for staff, including the provision of trainings to local implementing partners involved in delivering G/WER programming focusing on appropriate approaches and methodologies; standards and tools for effective and quality delivery of G/WER programmes.
- In cooperation with local partners, support in improving life skills education curricula and toolkits related to G/WER; and support in thinking how this content can be delivered digitally.
- Keep up to date with key trends, debates and good programme practice in relation to girls' and women's rights, gender equality, economic resilience, labour rights, global value chains.

#### **Monitoring, Evaluation and Learning (MEL):**

- Conduct learning reviews and evaluations of existing G/WER programmes, and utilise these learnings to create a conceptual and practical G/WER framework and strategy for Women Win.
- Identify project monitoring and evaluation (M&E) needs for G/WER related programmes and work with the Impact team in developing M&E tools, and supporting the documentation of effective practices and programme impacts.

## **Education and Experience**

- A degree in a relevant field; e.g. International Development, Economics, Gender, etc.
- At least five to eight years' professional experience in working on some of the following:
  - International youth workforce development, financial inclusion, entrepreneurship, micro-enterprise development, and employability, especially for girls and young women;
  - Women's rights, gender equality in global value chains.
- Solid experience in working in complex consortia and with a range of stakeholders (Women's Funds, INGOs, CSOs, bilaterals, academic institutions etc.) for effective programme delivery
- A background working in the private sector and/or experience of corporate sector engagement or cross-sector partnership management is highly desirable.
- Programme management experience including programme design, work planning, coordination, monitoring, evaluation and management
- Solid experience and excellent skills in capacity building of staff, partners and other key stakeholders related to G/WER.
- Design and development of tools or curricula would be an asset.
- Solid understanding of at least one region (Africa, Latin America, Asia, Middle East/North Africa, Europe) with field experience preferred.

## **Skills and Requirements**

- Ability to work remotely, when needed.
- High level facilitation skills, particularly with cross cultural and multi-lingual groups, and experience in delivering digitally.
- Highly developed interpersonal and communication skills.





- Highly developed cultural awareness and ability to work well in an international environment with people from diverse backgrounds and cultures.
- Strong results orientation, with the ability to challenge existing mind-sets.
- Experience of solving complex issues and ensuring buy in through comprehensive analysis and definition of a clear way forward.
- Ability to present complex information in a succinct and compelling manner, both verbally and in writing.
- Fluency in English, both verbal and written, required.

**Location.** Can be based anywhere in the world.

**Language ability.** English fluency essential and at least one other language (Priorities: Dutch, Spanish, French, Arabic) is highly desirable.

## Women Win Core Competencies

All members of the Women Win team are expected to possess the following core competencies at self, team and organisational levels that enable them to perform in our fast-paced and constantly shifting work environment:

1. **Self.** Demonstrate passion for mission, strive for continuous growth and development, be goal-oriented, contribute special expertise, manage complexity, take action with integrity and fail forward
2. **Team.** Prioritise teamwork, champion diversity, foster talent, embrace change, communicate effectively across sectors, understand cross-cultural cues, lead and influence others
3. **Organisation.** Think globally, see opportunities, create the future, focus on outcomes and deliver results, foster partner and investor commitment to Women Win



## Outcomes

Ideally, we are seeking to engage a technical expert to support Women Win on a variety of G/WER projects over the next 9 to 12 months, for up to 4 days per week. If candidate is based in the Netherlands this could be an offer of employment and/or consultancy agreement, but if based outside of the Netherlands this would be a consultancy position. The immediate and most urgent outcome of the initial assignment is a Learning Review of previous and existing GER programming in eight countries supported by Standard Chartered, that will need to be completed by end 2020. You will work alongside Women Win's staff and implementing partners to make this happen.

## To Apply

Hiring for this position is open immediately and the position will be filled as soon as the right candidate is identified. Interested candidates are encouraged to apply as soon as possible, no later than the **9<sup>th</sup> of October 2020**.



Please submit the following to [jobs@womenwin.org](mailto:jobs@womenwin.org) with “Technical Expert on G/WER” in the subject line:

- Motivation letter in English outlining how your skills and experience make you the best candidate for this position and why you’d like to join our team.
- Please also indicate when you would be available to start at Women Win in your motivation letter.
- English resume/CV

