Open and Competetive Call for Applications

The Gender Specialist will play a critical role in ensuring gender mainstreaming in all DTI programs. The scope of work of the Gender specialist shall require experience and in depth understanding of conducting gender assessments and analyses, designing approaches that address the economic, social, leadership and reproductive health issues of young women and girls. The specialist will be expected to have in depth understanding of the socio-cultural context of the DTI operational areas The specialist will develop and oversee gender strategies, promote female empowerment, and ensure project interventions align with national and international gender equality frameworks. She/He will build capacity of project staff and relevant partners on gender inclusion related issues, tools and approaches as well as technical assistance for the delivery of a gender transformative program.

Qualifications and Attributes of Candidates

- Bachelor's degree in Gender Studies, Development Studies, Social Sciences, or related field. Master's degree will be an added advantage.
- Minimum of five (5) years of experience in gender mainstreaming, gender and development, or women's empowerment programs.
- Proven experience in technical assistance, training, and stakeholder engagement.
- Strong analytical skills in gender analysis and policy development.
- Proficiency in designing gender-sensitive M&E frameworks.
- Excellent communication and advocacy skills. Ability to work in a multi-stakeholder environment and build partnerships.
- Knowledge of international gender frameworks (e.g., CEDAW, SDG 5, AU Agenda 2063).
- Demonstrate a high degree of honesty, professional maturity, sensitivity to different cultures and integrity that exemplify the Mastercard Foundation's and DTI's values.

Reporting To: Project Coordinator

The specialist will support gender-sensitive monitoring, and engagement with stakeholders to foster an inclusive and equitable learning and working environment.

Closing Date : Applications should reach DTI no later than the close of day on May 23rd, 2025. Only shortlisted applicants will be contacted. Further information about the Design and Technology Institute may be found on the DTI's website at www.dtiafrica.edu.gh.

VACANT POSITION **GENDER SPECIALIST**

Duties

- Develop and implement a comprehensive gender strategy aligned with DTI's mission and the project's objectives.
- Ensure gender-sensitive planning, execution, and evaluation of all project interventions.
- Provide recommendations to improve gender integration in project activities.
- women's empowerment.
- Identify and mitigate gender-differentiated impacts of project interventions.
- Strengthen the capacity of staff and project partners on gender-sensitive approaches.
- Develop gender-specific indicators and contribute to the project's M&E framework.
- Ensure gender-disaggregated data collection, analysis, and reporting.
- Assess program impact on female participation and recommend improvements.
- Conduct training on gender mainstreaming for staff, students, and partners.
- Provide resources and guidance on gender-sensitive pedagogy and curriculum development.
- Serve as the key resource person for gender-related inquiries within the project.
- Collaborate with government agencies, NGOs, donors, and other stakeholders to advocate for gender-responsive policies.
- Ensure compliance with national gender policies, labor laws, and international frameworks (e.g., SDGs, ILO conventions).
- Develop and implement gender-responsive institutional policies
- Document and share best practices and success stories related to gender inclusion.
- Support gender-responsive budgeting and resource allocation.
- Perform any other relevant duties as assigned.

Method of Application

Applicants for this position are required to submit a complete application pack to careers@dtiafrica.edu.gh.

- The application pack should contain the following: An application letter
- An up-to-date Curriculum Vitae and copies of relevant academic and/or professional certificates.
- achieves its mission and vision.



Offer technical expertise to program teams on gender equality, social inclusion, and

• A statement of about 500 words (not more than one page) indicating how one intends to use the period in office to address relevant issues that will ensure that the Institute