

## JOB DESCRIPTION

<b>JOB TITLE</b>	<b>FSD NETWORK GENDER LEAD</b>		<b>GRADE</b>	6
<b>PILLAR</b>	FSD Network Directorate			
<b>ABOUT THE FSD NETWORK</b>	<p>The FSD Network is a family of nine Financial Sector Deepening, or FSD, programmes operating across sub-Saharan Africa, with plans to extend to new markets in time. Working alongside governments, businesses, non-profit organizations and research institutions we aim to develop more inclusive financial systems. We believe that financial systems have the potential to play a major role in enabling inclusive growth, improved access to basic services and assuring a sustainable future. Guided by the imperatives of the United Nations' Sustainable Development Goals (SDGs), the FSD Network seeks to mould financial systems in a way which works better for the poor across Africa. We are deeply committed to equity between men and women and supporting the vulnerable and marginalised. FSDs aim to catalyse systemic change using a market systems development approach, building on long-term relationships with key partners.</p> <p>The FSD Network has recently taken steps to more formally collaborate on their work around the region, developing new governance structures to manage joint funding and collaborative programming. Among the high potential areas identified is an exciting new initiative to leverage inclusive finance to advance women's economic and social empowerment. Currently, FSDs operate in countries which cover 68% of the female population of sub-Saharan Africa. These markets reach 202 million women over 15 years old; 129 million of these women still lack access to even basic bank or mobile money accounts.</p> <p>This position will serve the FSD Network and will report to the Network Gender Steering Committee. The role will be contracted by FSD Africa and can reside in any country where there is an FSD.</p> <p>For more information, visit: <a href="https://www.fsdafrica.org/about-us/fsd-network/">https://www.fsdafrica.org/about-us/fsd-network/</a></p>			
<b>REPORTING RELATIONSHIPS</b>	<b>REPORTS DIRECTLY TO</b>	FSD Network Gender Steering Committee		
	<b>REPORTS INDIRECTLY TO</b>	Director, FSD Network Directorate		
	<b>DIRECT REPORTS</b>	Direct reports may be recruited to support the agreed programming. We anticipate at least one direct report being recruited in the first year. Consultants on retainer contracts will be identified and managed by this role.		
	<b>INDIRECT REPORTS</b>	n/a		

<p><b>JOB PURPOSE</b></p>	<p>The Network Gender Lead will provide leadership for the Network’s bold initiative to transform their approach to gender in FSD markets and make significant strides towards leveraging finance for gender equity and women’s economic empowerment. The Lead will bring strategic vision and energy to this work, mobilizing Network members to deepen their understanding of gender issues, engage their partners in learning, and develop and undertake ambitious projects with the potential for transformative impact. S/he will provide the Network Gender Steering Committee with advice on the strategic direction of the overall programme and on specific activities that ought to receive funding and technical support.</p> <p>This initiative has seed funding from the Network and is expected to receive additional support from other donors.</p> <p>Key goals for the role include:</p> <ul style="list-style-type: none"> <li>• Articulating a vision and guiding the implementation of a strategically effective programme to position gender equity at the heart of FSDs’ work</li> <li>• Leading Network members and their teams on a journey of systemic gender analysis of finance and its links to the real economy in each member country in year one</li> <li>• Building a strong pool of research, strategy and other consulting expertise to support Network members in developing programming with real impact on gender equity while they strengthen in-house knowledge and expertise</li> <li>• Leading FSD institutional assessments to understand the current situation regarding gender programming, with a view to increasing effectiveness through learning, capacity building and project-based activities</li> <li>• Developing a Network-wide learning agenda to guide experimentation around programming that unlocks new potential for women’s economic empowerment</li> <li>• Working with Network members to develop relevant gender initiatives that advance the Network gender learning agenda</li> <li>• Supporting Network members to build their own (and their partners’) capacities to meaningfully enable gender equity in their work and institutional practices</li> <li>• Leading the Network on knowledge management and sharing in gender equity in inclusive finance from the initiative</li> <li>• Deepening Network partnerships with and among key funders and partners</li> <li>• Helping the Network develop a strong, grounded voice in regional and global forums on advancing women’s economic empowerment</li> </ul>
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<p><b>KEY RESPONSIBILITIES AND ROLE REQUIREMENTS</b></p> <p><b>1. Thought Leadership</b></p> <p>Provide bold and visionary leadership on inclusive finance for women for the FSD Network:</p> <ul style="list-style-type: none"> <li>• Stay abreast of market developments and trends on inclusive finance for women issues to determine their impact on the FSD Network strategy</li> </ul>
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- Maintain regular dialogue and alliances with existing and emerging key institutions and experts within the field in SSA to understand and progress strategic priorities and opportunities for engagement and partnership
- Create opportunities to learn from all aspects of the Network's work and contribute to shaping strategies and interventions in relevant areas
- Manage/contribute to research initiatives that build deeper understanding on inclusive finance for women and girls and the viability of potential interventions
- Contribute to deeper analysis of existing and FSD Network data centred around common research questions, segmentation and the production of gender disaggregated data
- Serve as a focal point on inclusive finance for women - build the case, build capacity, keep track of progress, act as overall champion across the Network

## **2. Strategy**

Lead the development of the Network learning agenda and collaborative programme strategy on inclusive finance for women, aiming to maximise the extent to which women are able to benefit from, and contribute to, SSA financial systems and broader economic development:

- Lead the Network Gender Steering Committee in the development of a gender equity strategy and work plan, incorporating programme-wide mainstreaming as well as targeted interventions where relevant
- Provide strategic advisory support to FSDs in the development of their gender equity strategies, work plans and measurement and results management (MRM) frameworks
- Support the mainstreaming of gender equity within Network member work-streams, advising and supporting management and staff on adjustments to existing portfolios and the inclusion of new interventions, as well as on the capacity building required to empower team members to achieve gender mainstreaming
- Work with the Network's MRM team to develop and incorporate appropriate gender-balanced indicators in the monitoring and reporting of individual programme outputs/outcomes
- Develop policies and guidelines that will support FSD teams to embrace gender equity and empowerment in internal operations as well as programming

## **3. Programme Design & Implementation**

Facilitate the design and implementation of a portfolio of impactful market-based interventions that enhance inclusive finance for women in the context of gender equity and are aligned to the Network's gender strategy, ensuring that the results anticipated are achieved:

- Develop and critique new intervention ideas across Network members, helping sharpen their own ideas and approaches
- Support Network members in ensuring that future programming and MRM frameworks sufficiently address gender equity; where appropriate, develop tools and approaches that guide the FSD Network and partners in good practice in programming that ensures that gender equity concerns and issues are addressed
- Help Network members conduct stakeholder analyses to identify suitable implementing partners for gender equity interventions and initiate and build relevant relationships
- Support the co-design of gender equity interventions with implementing partners and lead them through the application and on-boarding process; support FSDs to effectively implement and monitor these interventions within the defined parameters
- Manage the progress reporting of interventions, including reporting on the gender initiative and its agreed MRM targets and overall Network level reporting

- Manage the finances associated with the gender initiative, including developing work plans and budgets, securing co-funding as appropriate and liaising with implementing partners to ensure accountability requirements of funders are met

#### **4. Influencing & Communicating for Impact**

Develop and oversee the implementation of effective influencing, advocacy and communication strategies that will support the achievement of gender-related goals and position the FSD Network as a leading voice on inclusive finance for women:

- Guide Network members through stakeholder mapping exercises and strategic engagement of local partners in research, programme design, MRM, and communications to build local capacity and influence on gender issues and equity;
- Lead Network level stakeholder mapping for regional and global influence and develop a communications/engagement plan that evolves with the Network's growing expertise
- Engage in advocacy for market systems change, building stakeholder awareness, helping to influence public and private policy at the highest level through dialogue and other communication platforms
- Ensure that lessons from the Network's gender work are shared impactfully within the Network and beyond
- Participate in networking events and—when appropriate—convene stakeholders in order build awareness and influence the thinking around inclusive finance for women

#### **5. Team Coordination & Capacity Building**

Lead and coordinate teams of consultants, researchers, colleagues and other stakeholders to implement the Network's gender strategy and work plan effectively:

- Identify and on-board a pool of consultants, internal team members/champions and partners who will deliver against the initiative strategy, and manage them in a manner that supports quality delivery and collaboration across the Network and positive team spirit
- Motivate and excite Network member staff—regardless of role—to attempt ambitious work that incorporates women and men and their needs in deeper and more meaningful ways
- Monitor and review performance of consultants, internal team members/champions and partners, holding them accountable for meeting standards and achieving results
- Build the capacity of colleagues and partners to implement the gender strategy and through coaching, advice, and the provision of training
- Convene and support the FSD Network Gender Steering Committee and any relevant working groups established to help deliver on the initiative and convene related activities that build the capacity of the network on gender equity, brokering alliances and advising on gender equity strategies and work plans

**Carry out any other duties or special assignments as assigned by the Management.**

### **PERSON SPECIFICATIONS**

#### **Qualifications and Education**

- A good quality bachelor's degree in a relevant subject (e.g. Gender, Finance, Development Studies) from a recognised learning institution
- A post-graduate qualification from a recognised learning institution in Gender or other relevant subject
- Fluent in written and spoken English

### Essential Experience, Knowledge and Skills

- Deep knowledge and understanding of inclusive finance and financial sector development, and of the market systems approach
- Significant knowledge and experience in inclusive finance and economic empowerment for women, and a willingness to play a leading role in designing and realising a strategy aligned with these objectives for the FSD Network
- More than fifteen years of working experience in a relevant environment across multiple countries and institutions, including at least five in Africa
- Evidence of acting as a leading voice in the field (e.g. conferences engagements, publications)
- Familiarity with various African contexts with regard to gender and major African stakeholders in the field
- Significant experience in establishing and maintaining collaborative and trusted relationships with implementing partners, donors, private sector players and government counterparts
- Significant demonstrated track record of rigorous project management skills, experience and achievement of results
- Demonstrated skills in managing budgets, managing risk and ensuring value for money
- Experience with managing and reporting on complex donor-funded projects
- Experience in overseeing research and analysis on gender-related issues and communicating findings succinctly and clearly

### Desirable

- Experience of working in a multi-cultural environment
- Languages: Portuguese, French, local African languages

COMPETENCIES	Level 1 Foundation	Level 2 Specialist	Level 3 Leadership
Commitment & Drive for Results			✓
Proactivity & Innovation			✓
Effective Resource Management			✓
Relationship Building			✓
Communication & Influencing			✓
Thinking & Problem Analysis			✓
Learning & Resourcefulness			✓

### KEY RELATIONSHIPS

#### Internal Relationships

- FSD Network Gender Steering Committee
- FSD Network Taskforce and Council
- Network member CEOs
- Network member gender focal points and other team members
- Network staff
- Project committees (management level)

#### External Relationships

- DFID financial sector and gender team members
- Other development agencies and funders
- Government, policy and regulatory bodies (in partnership with FSDs)
- Decision-makers within financial institutions (in partnership with FSDs)
- Implementing partners, researchers, and consultants (in partnership with FSDs)

FINANCIAL RESPONSIBILITIES	
<b>Direct Control</b> Approximately \$9M budget	<b>Indirect Influence</b> <ul style="list-style-type: none"> <li>• Other gender-related budgets in FSDs</li> </ul>

For more information on the application process, please visit: <https://www.fsdafrica.org/jobs-opportunities/>

On behalf of:

