

The Technological Higher Education Network South Africa (THENSA), previously known as the South African Technology Network (SATN), is a representative body for technology-focused higher education institutions in South Africa and Africa. THENSA in collaboration with Cape Peninsula University of Technology (CPUT) has been awarded a grant aimed at piloting an adapted Venture Builder model for accelerating technology innovation and commercialisation through the creation of a tech-ecosystem that includes top talent, leaders, investors, and government all banded together to create a stronger, more innovative, inclusive and successful network. The project calls for the appointment of a team of appropriately skilled professionals to implement the current phase, which involves developing the Venture Builder structure and formalising partnerships.

The organisation has the following position that we would like to fill in February 2023:

GENDER EQUITY AND SOCIAL INCLUSIVITY OFFICER

This position is for a ten-month period commencing in February 2023, and ending December 2023.

He/she will be responsible for mainstreaming gender-sensitive and socially inclusive approaches in all aspects of the design of the Venture Builder. He/she will be responsible for designing and facilitating participatory processes/elements in the project through the development and implementation of a Gender Equity and Social Inclusivity (GESI) Strategy. He/she will play a lead role in including and reporting on the project's adherence to GESI principles/goals.

Applicants must have a Bachelor's degree in gender studies, social science, or other relevant discipline and a minimum of five years' experience in development projects with 3 years of core experience in GESI analysis. A track record of experience in capacity development on GESI and Participatory Monitoring, Evaluation, Reflection and Learning (PMERL) within institutional settings is required. Experience of working with Local Partners, Local NGOs, government agencies, Development Partners, Civil Society organisations and integrating them into program implementation will be an added advantage. **If you do not have this minimum level of qualification and experience, please do not apply.**

The position requires the following expertise / skill-sets / attributes:

- Ability to develop GESI plans, strategies and interventions.
- Ability to engage a diverse group of stakeholders.
- Design and facilitate training on GESI.
- Ability to design, measure and report on GESI indicators for a multi-partner/stakeholder project.
- Technical report writing skills.
- Cultural, gender, religion, race, nationality and age sensitivity and adaptability
- Fulfils all obligations to gender sensitivity and zero tolerance for sexual harassment and the ability to enforce policies guarding against this.
- Technical proficiency must be able to use computers and generate reports.



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- Ability to share information with others, with due respect for diversity and the confidentiality of specific sensitive information, listen and seek to understand without bias and respond appropriately.
- Knowledge of the use of graphical representation tools.
- Ability to communicate in English clearly and concisely, both orally and in writing
- Interpersonal skills.
- Proven organisational skills, including time management.
- Ability to work independently.
- Experience in female economic empowerment will be an advantage.
- Knowledge of the use of graphical representation tools.
- Ability to communicate in English clearly and concisely, both orally and in writing
- Interpersonal skills.
- Proven organisational skills, including time management.
- The ability to work independently.
- Willingness to travel and have a valid driver's license and vaccination certificate.

The following evidence/attributes will be an added advantage:

- Applicants holding a specific Monitoring and Evaluation training certification in Monitoring and Evaluation.
- Experience in the application of Participatory Monitoring, Evaluation, Reflection and Learning (PMERL).
- Project experience within the higher education sector.

Interested persons are invited to apply by sending a letter of motivation that clearly addresses the requirements of the position, detailed curriculum vitae (including the names and contact details of three professional referees), and certified copies of full official academic transcripts, ID and driver's license to christelle@thensa.co.za. The subject line should state '**GESI Officer**'.

This position will be a fixed-term appointment, ending in December 2023. Remuneration will be on a full Cost to Company basis and will be market and profile related. **Application closes February 23rd 2023.**