Senior Policy Associate, Gender

Position Summary

The position offers an exciting opportunity to gain first-hand experience in an organization undertaking cutting-edge development research and policy engagement, as well as the opportunity to work in close collaboration with experienced research and policy partners and colleagues from IPA’s policy and the Intimate Partner Violence initiative.

The Senior Policy Associate (Gender) will support the execution of IPA’s evidence-based policy and practice impact and influence strategy, working with a portfolio of countries in East Africa that primarily focus on IPA’s gender and intimate partner violence (IPV) sector research and policy engagements. He/she will work closely with the global policy team, IPV initiative team, country office management, and policy staff in our offices primarily in East Africa to identify, cultivate, and support strategic policy and practice opportunities that show promise in improving the lives of women and girls at scale.

The strategic goals of the Senior Policy Associate (Gender) will be to work with colleagues to equip gender and IPV sector partners to use evidence in policy making and program design and pursue scale-up opportunities of promising programs centered on women and girls; develop embedded evidence labs with Ministry partners; build strategic partner relationships in the gender/IPV sectors; and host/manage policy events. The Senior Policy Associate (Gender) will write policy communications materials to inform policy making and program design in the area of IPV and gender and will also work closely with the policy and IPV initiative teams to support the development of funding opportunities to resource strategic policy projects and efforts centered on positively impacting the lives of women and girls.

Responsibilities

As a Senior Policy Associate (Gender), your responsibilities include but are not limited to the following:

Policy Communications & Strategy

- Combine insights from gender and IPV research into policy lessons for decision-makers aiming to apply research to their policies and programs
- Write original subject-matter policy communications publications and materials
to communicate IPA’s policy lessons to internal and external stakeholders. This may include writing and/or ghostwriting original blog posts, policy briefs, website content, and other materials communicating IPA’s policy impact and strategy to internal and external stakeholders.

- Conduct policy and practice needs assessment exercise by interviewing policymakers and program implementers, particularly within the gender, intimate partner violence sectors.

- Support in growing IPA’s gender & IPV sector partnerships in East Africa by conducting stakeholder mapping exercises.

- Conduct regular stakeholder outreach, plan and execute meetings with partners in government and development program implementers in the sector.

- Participate in various gender, IPV sector technical working groups and communities of practice.

- Support partnerships with gender-focused local and international academics and efforts in attracting new academic partnerships to identify and develop research opportunities that answer key policy questions in the sector.

**Policy or Research Dissemination Events**

- Support virtual and/or in-person events with coordination, planning, and presentation drafting and support.

**Business Development, Grant Coordination, and Project Management Support**

- Support global policy and IPV Initiative teams with policy proposal writing to raise funds for strategic policy work.

- Support to coordinate grant reporting and deliverable management for a handful of global policy & IPV initiative grants.

- Update project information in a knowledge management system.

- Other responsibilities as assigned.

**Qualifications**

- Bachelor’s degree in gender studies, public policy, international development, sociology, anthropology, economics, or related fields. A Master’s degree is a plus.

- At least 3 years of work experience, preferably in the area of gender/IPV policy and research; exceptions may be made for excellent candidates who do not meet this criterion.
Demonstrate ability to understand academic research studies and analyze bodies of research

Familiarity with impact evaluations, specifically randomized evaluations

Excellent oral and written communication skills in English including the ability to effectively write evidence reviews, policy briefs, policy blogs, or any other required materials in a clear, precise and non-technical manner

Experience in the public sector or working closely with ministries of gender/women, and private sector actors in the gender or IPV space

Good knowledge of the gender/IPV sector in East Africa (and particularly Kenya)

Excellent management and organizational skills

Experience with business development or fundraising

Ability to work independently and to carry out assignments to completion within parameters of instructions given, prescribed routines, and standard accepted practices

Must be able to work under pressure, independently and in a team, and meet deadlines, flexibility, self-motivation, and pro-activity highly valued

Reports to

Associate Director, Policy

Deadline to Apply

Anticipated: 25th September 2023

Desired Start Date

Anticipated: October 2023

Location

Nairobi, Kenya
About IPA

Innovations for Poverty Action (IPA) is a research and policy nonprofit that discovers and promotes effective solutions to global poverty problems. IPA brings together researchers and decision-makers to design, rigorously evaluate, and refine these solutions and their applications, ensuring that the evidence created is used to improve the lives of the world’s poor. In recent decades, trillions of dollars have been spent on programs designed to reduce global poverty, but clear evidence of which programs succeed is rare, and when evidence does exist, decision-makers often do not know about it. IPA exists to bring together leading researchers and these decision-makers to ensure that the evidence we create leads to a tangible impact on the world. Since its founding in 2002, IPA has worked with over 600 leading academics to conduct over 900 evaluations in 52 countries. This research has informed hundreds of successful programs that now impact millions of individuals worldwide.

IPA’s Commitment to Diversity, Equity, & Inclusion (DEI)

As an organization, IPA is dedicated to improving the lives of the world’s most vulnerable populations through evidence and policy. We also recognize how important it is for our staff to reflect the diversity of the places where we work and the communities we work with. As such, IPA is committed to hiring from a diverse pool of candidates, from a range of backgrounds, beliefs, experiences, and perspectives. We know that this makes our work stronger and more responsive to the challenges faced by those we work with and for and we encourage people from historically underrepresented groups to apply. Click here to learn more about IPA’s commitment to diversity, equity, and inclusion.

Innovations for Poverty Action is an affirmative action-equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability, protected veteran status, or any other protected class. IPA will endeavor to make a reasonable accommodation to a qualified applicant with a disability unless the accommodation would impose an undue hardship on the operation of our business. If you believe you require such assistance to complete this form or to participate in an interview, please contact us at jobs@poverty-action.org or via phone at 1-202-386-6200. The above statements are intended to describe the general nature and level of the work to
be performed by the specified position. The statements are not intended to be an exhaustive list of all possible duties, tasks, and responsibilities. Management reserves the right to amend and change responsibilities to meet organizational needs as necessary. Please note that IPA will never request any form of payment from an applicant. Applicants are encouraged to confirm the information listed above with IPA prior to releasing any extensive personal information to the organization. Please direct questions to jobs@poverty-action.org. Please note that only qualified applicants will be contacted by the hiring manager.