

Gender equality and inclusion advisor for Education Out Loud in Asia Pacific

Position type:
Almindelig ansættelse

Deadline:
23-03-2025

Starting date:
04-2025

Location:
Flexible. Any country in the Asia Pacific region, where Oxfam can establish a legal contract.

Contact person:
Martin Wolf Andersen

Are you motivated to promote and support advancement of gender equality and inclusion among civil society actors? Do you have experience with multi-country programming, the education sector or developing capacity development interventions? If yes, we would like to hear from you!

Background

[Education Out Loud](#) (EOL) supports civil society organisations in shaping education policy to ensure the right to free inclusive education to all, especially for the most marginalized communities. We promote inclusive, gender responsive and equitable national education policies and systems through enhanced civil society capacities and participation in social accountability and policy advocacy processes.

Managed by [Oxfam Denmark](#) and financed by the [Global Partnership for Education \(GPE\)](#), EOL is the biggest fund in the world for education advocacy with grants awarded to app. 80 organisations in more than 60 countries. Created in 2019, the EOL programme was recently extended to mid-2027 bringing the total funding of EOL to USD 133 million.

The EOL programme consists of five entities: A Global Management Unit (GMU) based at Oxfam Denmark's offices in Copenhagen, Denmark, and four Regional Management Units (RMUs) located in Senegal, Guatemala, Nepal, and Uganda. Altogether, our grant agent set-up for EOL comprises app. 30 positions.

Who we are looking for

We are looking for a candidate with experience and qualifications from one or more of the following fields: gender equality, inclusion, civil society, education policy, and multi-country programming. EOL is an extensive, complex and ambitious programme with a wide outreach to a diverse range of stakeholders. Our new colleague should consider it a meaningful challenge to be responsive to individual grantees while at the same time maintaining consistent, analytical and systematic approaches to their work. Our new colleague should be willing and able to travel across the EOL regions for up to four-five weeks per year.

Job purpose

The Gender Equality and Inclusion (GEI) advisor is an integral part of the RMU in Asia-Pacific and the global EOL programme team. The incumbent will oversee GEI initiatives across the four EOL RMUs. Acting as the EOL subject matter expert on the topic, the incumbent is expected to champion and lead GEI related issues in EOL. Specifically, this entails:

1. Being responsible for the further development and implementation of EOL's gender equality and inclusion framework (see also [EOL's policy guidance note](#) on the topics) in close coordination with relevant colleagues. This may also include advising on the EOL programme structures in relation to GEI,
2. Acting as technical expert in relation to (i) EOL grantee's engagement in the topics, (ii) EOL's global and regional learning (see more about EOL's approach to learning [here](#)), and (iii) in EOL MEL processes, as relevant and needed, and
3. Providing capacity development support to grantees or advising on EOL-supported GEI capacity development targeting EOL grantees.

Skills, experience, and knowledge

The ideal candidate will demonstrate the following essential skills, and it would be advantageous to demonstrate some or all of the desirable skills.

Essential

- Advanced University degree in gender equality/inclusion or other related fields, or a first university degree with comparable gender equality experience and/or training/courses.
- A minimum of seven (7) years' experience working with a comparable set-up or technical expert experience with multi-country gender equality/inclusion programmes in an international or regional environment, preferably in the education sector.
- Experience acting as subject matter expert advising on gender equality and inclusion programming, preferably in relation to civil society, policy work or the education sector.
- Experience in developing and/or advising on capacity development for civil society actors.
- Ability to work and engage in English at an advanced technical level.
- Demonstrates highly developed cultural awareness and ability to work well in an environment

with people from diverse backgrounds and cultures.

Desirable

- Ability to speak, read and write in French, Arabic, Spanish and/or Portuguese.
- Demonstrated past ability and experience working with civil society organisations in cross-regional contexts.
- Demonstrated experience working with an adaptive management approach, and an understanding of related challenges and opportunities.

Practical information

The workplace of this position is flexible: in a country in the Asia Pacific region, where Oxfam can establish a legal contract or with the Regional Management Unit (RMU) in Kathmandu, Nepal.

This is a full-time role. We offer a fixed-term contract till the end of June 2027. Grading, package depends on qualifications and working hours and location.

We believe that flexible working arrangements are key to building a strong team, so we are open to talking through the type of flexible arrangements which might work for you with possibilities of working remotely as per Oxfam policies. Grading, package and working hours as per the Oxfam policies.

The candidate will work closely with other EOL team members in the EOL regions and will be reporting to the Regional Programme Manager for Asia & Pacific. The detailed job description is available upon request. For further information, please contact Martin Wolf Andersen at mwa@oxfam.dk.

How to apply

Only applications submitted via Oxfam Denmark's online recruitment system will be accepted. Please submit your application via the 'send application' button and include your motivation letter and CV.

Application deadline: **23rd March 2025 at 23.59 CET**.

Expected interview date: Early April 2025

Start date: As soon as possible.

Kindly note that only shortlisted candidates will be contacted, usually within two weeks of the application deadline.

Oxfam Denmark is committed to equal employment opportunity. We therefore encourage everybody – irrespective of age, gender and of religious, sexual, national, or ethnic affiliation – to apply for this position.

About Oxfam

Oxfam is a global movement of people working together to end the injustice of poverty. That means we tackle the inequality that keeps people poor. Together we save, protect and rebuild lives. When disaster strikes, we help people build better lives for themselves, and for others. We take on issues like land rights, climate change and discrimination against women. And we won't stop until every person on the planet can enjoy life free from poverty.

Oxfam Denmark is part of the international Oxfam confederation of 21 organisations (affiliates) working together with partners and local communities in the areas of humanitarian, development and campaigning, in more than 60 countries. All our work is led by three core values: empowerment, accountability, and inclusiveness.

Oxfam is committed to preventing any type of unwanted behaviour at work including sexual harassment, exploitation and abuse, lack of integrity and financial misconduct; and promoting the welfare of children, young people and adults. Oxfam expects all staff and volunteers to share this commitment through our code of conduct. We place high priority on ensuring that only those who share and demonstrate our values are recruited to work for us.

Our commitment to safeguarding

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Note: All offers of employment will be subject to satisfactory references and may be subject to appropriate screening checks, which can include criminal records and terrorism finance checks. Oxfam International Secretariat also participates in the [Inter Agency Misconduct Disclosure Scheme](#). In line with this Scheme, if a job applicant has been employed by another member of the scheme, we will request information from that organization about any findings of sexual exploitation, sexual abuse and/or sexual harassment during employment, or incidents under investigation when the applicant left employment. By submitting an application, the job applicant confirms his/her understanding of these recruitment procedures.