

Organization: Financial Sector Deeping Trust, Tanzania

Job Title: Head of Gender

Areas of expertise: Development Finance, policy and regulations, gender and youth analysis & designing and implementing WEE and youth programs

Reporting to: Operations Director

Location: Dar es Salaam, Tanzania

Duration: 2-year renewable contract

Financial Sector Deeping Trust (FSDT), Tanzania

The Financial Sector Deepening Trust, Tanzania, aims to contribute towards having all Tanzanians derive value from regular use of financial services, which are delivered with dignity and fairness. The Trust achieves this through facilitating the financial markets to work and cater to the needs of its prioritized markets which are; women, youth, rural dwellers, agriculture and enterprises.

The programme delivers on four strategic outputs that are:

- Advocating for an improved policy, institutional, legal and regulatory framework
- Promoting more relevant market infrastructure and ways to reduce transaction costs between Financial Service Providers (FSPs) and potential clients
- Stimulating improved access to financial products and services that respond to the needs of Micro- Small and Medium Enterprises (MSMEs)
- Stimulating improved access to financial products and services that respond to the needs of households and individuals.

For more information visit FSDT's website: <http://www.fsdt.or.tz>

FSDT has recently approved a Women and youth market strategies, which aims to prioritize intentional interventions that are aimed at reducing the gender gap as well as effectively mainstreaming gender across the organization.

Duties:

The Head of Gender's functions, activities and responsibilities will include:

Primary responsibilities:

The Head of Gender will lead the women and youth function at FSDT to drive and support the development of inclusive financial markets in Tanzania. The role will support FSDT's executive management in developing, implementing, and managing the organization's strategic and business plan objectives related to extending financial services, particular in remote areas and for women and youth markets.

This role will be responsible for overseeing FSDT's Gender intentional interventions at the Macro, Meso and Micro levels. The role will work closely with all thematic areas to ensure gender is effectively mainstreamed across all FSDT's programmatic work. Specific initiatives are aimed at catalysing innovations in products and services, support policy and regulatory work, and address market asymmetry gaps,

in order to drive usage and uptake of financial services by women and youth in Tanzania.

The Head of Gender will strive to work closely with other funders in the Tanzanian market to minimize duplication of effort and to maximize impact of Women and Youth Economic Empowerment activities in the country.

Core responsibilities of this role include:

- **Driving regulatory and policy analysis and generating thought leadership to stakeholders** on opportunities that expand women's and youth's active participation in economic activities and in financial intermediations well as address the gender gap.
- **Manage and develop FSDT's gender intentional portfolio and support gender mainstream across all thematic projects and investments at FSDT.** The Head of Gender will engage in all stages of project cycle management, from the gestation of an idea to monitoring and evaluation of investments. Key steps will include market analysis, strategic and business planning, strategic linkages, investment opportunity development, project appraisals, as well as monitoring and evaluation.

This role is expected to lead the team that will design, evaluate, and drive potential investments that are guided by the women and youth strategy recently approved by FSDT. In partnership with team members, this role will gain approval from the ED/OD, Senior Management Team, investment committee and or the Project Investment Committee (PIC); oversee and contribute to the drafting of necessary funding agreements; and be closely involved in the monitoring and, eventually, evaluation of investments.

Strategically, this role will work with the management team to define and develop the types of interventions that will result in the dramatic uptake and usage of financial services by women and youth in Tanzania. The objectives within Tanzania's Financial Inclusion Framework should be taken into consideration to ensure alignment and support of the Government's financial inclusion objectives/ goals.

- **Serve as a thought leader in financial services within Tanzania** by bringing information about innovations, best practices, and successes and lessons learned from other markets to FSDT colleagues, regulators, and the broader market.
- **Promote broad dissemination of information including best practices and emerging trends as well as data analyses on gender issues** in Tanzania and how financial inclusion can reduce the gender gaps and ensure early adoption and usage of financial services among youth.

- **Serve as the programme resource for gender based questions and engage** with stakeholders on gender issues being addressed by the programme. **Provide specialist advice on gender issues. Serve as the point of contact on gender empowerment issues** including monitoring and evaluation of gender-related impacts and conducts outreach internally and externally.
- **Provide technical assistance and support to mainstream gender across all thematic work** at FSDT. The Head of Gender will work with peers within FSDT to provide advice and support to build on a gender sensitive portfolio across the programme. In addition, the role will work closely with the research team to identify relevant research activities that will catalyse the attainment of women and youth strategic goals.
- **Provide advice on appropriate gender sensitive indicators in the performance measurement framework** and support colleagues in the monitoring and reporting of programme results/outputs and objectives against agreed indicators.
- **Support the Executive Director, Operations Director, and other management** in developing and implementing FSD Tanzania's broader strategies and business plan.
- Work closely with management to liaise with stakeholders to facilitate improved policy implementation, coordination structures and infrastructures that will accelerate women's financial inclusion leading to economic empowerment and youth employment.

Operations and Administrative Duties

The Head of Gender will be a member of Senior Management Team and will have responsibilities of participating in ensuring that FSDT's operations and administration runs effectively and efficiently. Given the small size of the FSDT team, all members will be expected to contribute to administration from time to time.

Fiduciary Responsibility

The Head of Gender will take all reasonable steps to avoid financial losses to FSD Tanzania, control fraud both internally and externally, comply with operating policies and procedures, ensure full transparency and accountability to Trustees, maintain and protect key financial records and data, safeguard confidential information, and avoid damage to the public reputation of the Trust.

Knowledge, Experience, and Skills

The Head of Gender will have the following experience and attributes:

- A university's degree or higher in gender studies, social and behavioural sciences, economics and research) from a reputable institution. A PhD is an advantage.
- Proven expertise in designing, implementing, monitoring, and/or evaluating women's and or youth empowerment programmes.
- At least 3 years of experience in development work. Experience in grant-making, portfolio design, delivering on grant or other investment approaches whether from philanthropy or international funding environment.
- Technical expertise in gender analysis specifically, the use of data, measurement and evaluation including qualitative and quantitative research methods, research and evaluation design.
- Experience creating and implementing gender assessment tools to monitor and evaluate projects and programmes.
- Experience of working with government, policy makers, and regulatory organizations **would be an advantage.**
- Experience working with village savings and loan associations or other financial services mainly used by women **would be an advantage.**
- Exposure and understanding of inclusive market-based approaches (M4P) will be an **added advantage**
- Excellent communication skills (written both English and Kiswahili, listening and oral)
- Proven ability to work in a complex and at times uncertain environment to successfully design and deliver a portfolio or work and execute a work plan to achieve established goals.
- Demonstrated ability to make effective decisions and bring consensus and/or alignment across a broad and diverse range of stakeholders.
- Ability and comfort working in a highly matrixed environment.
- Commitment to the FSDT's core values (see below for the list of values), mission, goals, and its approach to deliver change in the market (M4P).

Send CVs and cover letters to: vacancy@fsdt.or.tz the subject of the email should read:

[Application to Head of Gender Role at FSDT.](#)

Deadline: 17th August 2018