



East, Central and Southern Africa Health Community

Vacancy Advertisement

Gender, Equity and Human Rights Specialist.

The East, Central and Southern Africa Health Community (ECSA-HC) invites applications from suitably qualified persons, who are nationals of Member States for the Post of Gender, Equity and Human Rights Specialist. The position is tenable at the ECSA Health Community secretariat based in Arusha, Tanzania. The incumbent will report to the Director of Finance.

1.0 Background of the Organization

The East, Central and Southern African Health Community (ECSA-HC) is a regional organization set up in 1974 to promote the highest possible standards of health among member states. It is mandated to foster cooperation that will lead to the strengthening of health care programmes among member states in the region. The Secretariat implements its activities through four specific programme clusters, namely:

- Family Health and Infectious Diseases;
- Non-Communicable Diseases, Food Security and Nutrition;
- Health Systems and Capacity Building; and
- Knowledge Management, Monitoring and Evaluation

2.0 Broad Purpose of the Post

The Gender, Equity, and Human Rights Specialist will lead the integration of gender equality, equity, and human rights considerations into the Multi-Phase Approach Health Emergency Preparedness, Response and Resilience (MPA-HEPRR) Project planning, implementation, monitoring, and evaluation activities. The specialist will provide technical assistance and ensure that project interventions are inclusive, sensitive to gender dynamics, and aligned with human rights principles, to address systematic barriers to equity and inclusion.

3.0 Specific Responsibilities

a) Technical Leadership and Advisory

- i. Provide technical expertise on gender, equity, and inclusion in the design and implementation of project activities.
- ii. Ensure the integration of gender and human rights considerations into regional and country-level health emergency preparedness and response policies, plans, and strategies.
- iii. Support the development of tools, guidelines, and frameworks for gender-sensitive and inclusive health emergency management.

b) Capacity Building and Training

- i. Lead the design and delivery of capacity-building sessions on gender and human rights for project staff, government officials, health workers, and other stakeholders.
- ii. Support the establishment of gender-responsive and human-rights-centred approaches across all HEPRR activities.

c) Data and Evidence Generation

- i. Oversee the collection and analysis of sex, age, and gender-disaggregated data for project monitoring and evaluation.
- ii. Lead efforts to identify gender and equity gaps in emergency preparedness and response systems and propose corrective actions.

d) Community Engagement and Advocacy

- i. Collaborate with national and regional stakeholders to promote inclusive and gender-responsive health emergency responses.
- ii. Support community engagement initiatives to amplify the voices of marginalized populations and ensure their needs are addressed.

e) Policy Support and Mainstreaming

- i. Provide technical assistance to project countries in the development and implementation of gender-sensitive policies and action plans.
- ii. Advocate for the inclusion of gender and equity considerations in regional health emergency governance frameworks.

f) Reporting and Knowledge Sharing

- i. Document and disseminate lessons learned, success stories, and best practices in integrating gender, equity, and inclusion in health emergencies.
- ii. Contribute to the preparation of technical reports and presentations for internal and external stakeholders.

4.0 Education Qualifications and Professional Experience

- i. Bachelor's and Master's degree in Gender Studies and Human Rights
- ii. At least 8 years of progressive experience in gender mainstreaming, equity, and human rights.
- iii. Demonstrated experience working with regional or international organizations on gender and human rights issues.
- iv. Proven expertise in capacity-building, policy development, and advocacy for gender and equity in public health.
- v. Experience in research and coordination of human rights and gender assessments, or responsiveness in the context of public health programming
- vi. Knowledge in the application of local and international laws, standards, and relevant policies and their implications for gender and human rights in health emergencies
- vii. Demonstrable experience in project management

5.0 Essential Skills and Competencies Required

- i. Strong understanding of gender dynamics and human rights issues in the context of health emergencies.
- ii. Proven ability to analyse and address systemic barriers to gender equality and social inclusion.
- iii. Excellent training and facilitation skills with diverse stakeholders.
- iv. Strong interpersonal, negotiation, and communication skills, including report writing and presentation.
- v. Proficiency in data analysis, particularly as it relates to gender-disaggregated indicators.
- vi. Respect for diversity
- vii. Focuses on impact and is results-oriented
- viii. Fluency in English.

6.0 Language

Fluency in both spoken and written English.

7.0 Remuneration Package

An attractive remuneration package will be offered to the right candidate.

8.0 Contract Appointment

This is a three-year contract appointment, renewable based on performance and by mutual consent of the employer and the employee.

10.0 Method of Application

Nationals of Member States who wish to apply for the Post should do so by submitting the following:

- i. Detailed Application Letter stating why the candidate feels suitable for the Post;
- ii. Detailed Curriculum Vitae including names of three (3) referees with their addresses, telephone, fax and e-mail.
- iii. Completed Application form for ECSA-HC posts (available under vacancies/opportunities jobs on www.ecsahc.org)
- iv. **Certified** Copies of Educational and Professional Certificates.

Applications that have not met all of the above set criteria will not be accepted. Only candidates who have met all the requirements of the post and have been selected for an interview will be contacted.

11.0 Deadline for Applications:

Applications should reach the address below by **21st June 2025**. Submission of applications by email is highly encouraged. Only shortlisted candidates will be contacted.

The Director General
East, Central and Southern Africa Health Community Plot 157
Oloirien, Njiro Road
P.O. Box 1009 Arusha, Tanzania Tel: Off: +255-
27-250 8362/3; 250 4106
Fax: +255-27-254125/250 8292

E-mail: vacancies@ecsahc.org with copies to regsec@ecsahc.org

The ECSA Health Community is an equal opportunity employer. Female candidates are particularly encouraged to apply

Website: www.ecsahc.org