

World Poultry Foundation  
Gender and Nutrition Specialist – Job Specification  
Position Location: Lagos, Nigeria

### Job Summary

The World Poultry Foundation (WPF) is seeking a highly motivated individual to help organize, promote and implement evaluation tools and programs that further the vision and mission of the organization. This position will work closely with the WPF senior staff to facilitate and oversee projects and programs that are critical to the ultimate objective of improving lives through the production and consumption of poultry, while empowering smallholder farmers. The position will require a minimum of 60% travel in Nigeria working with target individuals, partners and other organizations.

### Responsibilities and Duties

- The Gender and Nutrition Specialist position will be responsible for the development and implementation of gender specific policies as well as nutrition programs. This will include developing, planning, organizing and working with partners and/or organizations that are implementing gender integration into projects or programs either for or with the WPF. Nutritional messaging to farmers and consumers will also be a responsibility.
- Monthly status reports, budgets, and data analysis will be required.
- Ensure high level of execution against the strategies and goals of the WPF African Poultry Multiplication Initiative (APMI).
- Work with WPF private partners to assess women's economic empowerment programs for the APMI. This includes assisting with base line surveys and program development for WPF in-country personnel and private company field staff. Liaise with private partners to assist in the development of training modules and assist with implementation, whether directly or indirectly.
- Work directly with other organizations (Acumen) assisting the WPF in developing and implementing gender and nutrition programs and in measuring their effectiveness.
- As required, work with Usomi and Acumen (or its designees) with data collection and analysis.
- Provide guidance with in-country teams to build outcome focused frameworks.
- Provide general project support for WPF staff when requested.
- Organize, facilitate, and assist in training for Brooder Unit operators and smallholder farmers through the private companies and other organizations if requested.
- Prepare monthly summaries and quarterly reports for WPF management on progress, impact, challenges, and mitigation strategies.
- Work closely with the WPF in-country coordinator to assure continuity of messaging and efficient use of time with the private companies.

The position will manage projects from strategic development through implementation, develop shared goals and implementation plans, facilitate meetings, help measure project results and develop stakeholder buy-in, which may include foreign government agencies and international development organizations.

This individual must be able to work autonomously and collaboratively with organizations and individuals of various nationalities and backgrounds. The position will be working in a constantly changing environment with ambiguities and cultural challenges.

## Qualifications and Skills needed

- 5-years experience in gender and nutrition related activities and services.
- Understanding of gender equality concepts and integration through engagement with key influencers as agents of change and women's empowerment.
- A basic understanding of how poultry and egg consumption contributes to overall health and nutrition.
- Recognition and acceptance of cultural norms and beliefs.
- Presentation skills (presenting project updates or promoting the WPF at conferences and other professional meetings).
- Understanding of the patterns of power and decision making at the village level.
- Ability to form relationships.
- Understanding of regional and local government rules of engagement.
- Working knowledge of computers (MS Office, Outlook).
- Excellent oral and written communication skills.
- Ability to develop criteria and establish quantitative means to set baseline measurements.
- Ability to prepare budgets and status reports.
- Experience in project management a plus.
- Experience in non-profit sector or market development a plus.
- Philanthropic spirit.
- 60% travel obligation.
- Bi-lingual (English and local dialect(s)).

## Compensation

USD \$30,000 - \$40,000 annually depending on experience and qualifications.

Travel expense

15 working days per month