

Gender Equality and Social Inclusion (GESI) Officer

Position Title: Gender Equality and Social Inclusion (GESI) Officer

Application Deadline: 24th September 2026.

About ENAF

Echo Network Africa Foundation (ENAF) is a Pan African philanthropic institution that empowers and advocates for girls and women in Africa, focusing on marginalized groups. Its 2023-2027 Strategic Plan aims to expand successful programs from Kenya to other countries, with the Kenya Country Office managing implementation while ENAF oversees resource mobilization.

Job Summary

ENAF is seeking an experienced, proactive GESI Officer to provide technical, coordination, implementation, monitoring, and administrative support in mainstreaming Gender Equality and Social Inclusion (GESI) across the Youth in Sustainable Aquaculture (YISA) Consortium. Stationed at the Farm Africa Kisumu office, the Officer will collaborate with six consortium partners, Local Implementing Partners (LIPs), Local Service Providers (LSPs), Village-Based Advisors (VBAs), Beach Management Units (BMUs), and county teams across six counties to ensure the seamless integration of gender equality, disability inclusion, safeguarding, and participant protection principles.

Key Responsibilities

- **GESI Mainstreaming & Technical Assistance:** Work closely with the Gender Specialist to integrate GESI, disability inclusion, and safeguarding into YISA activities, participant trainings, and partner operations. Collaborate with the communications team to design, adapt, and disseminate training materials, guidelines, and toolkits.
- **Field Implementation & Event Coordination:** Coordinate GESI activities across six counties with County Assistants and programme teams. Prepare training presentations, facilitate sensitization sessions for partners and community structures, handle logistical and financial requisitions, and support field monitoring visits.
- **Partner Capacity Strengthening:** Assess GESI integration gaps, deliver coaching and targeted mentorship to consortium partners, and document best practices and lessons learned.
- **GBV Response & Referral Support:** Collaborate with Gender Focal Points within BMUs and LIPs to sensitize communities on GBV prevention, following confidential and approved referral pathways for specialized services.
- **Consortium Coordination & Action Tracking:** Convene and document bi-weekly consortium GESI meetings, track partner action points, and maintain an updated commitment tracker.

- **Data Management & Reporting:** Collect and compile GESI activity data, verify participant registration and reimbursement records, manage data entry in tools such as ODK/Kobo, and produce comprehensive progress reports, briefs, and presentations.
- **Safeguarding & Compliance:** Uphold ENAF and Farm Africa safeguarding policies, ensure participant confidentiality, and promptly escalate protection concerns through official mechanisms.

Qualifications

- **Education:** Minimum of a Bachelor's degree in Gender Studies, Social Sciences, Development Studies, Community Development, or a related discipline.
- **Experience:** At least 5 years of professional experience in GESI mainstreaming, gender transformative programming, or social development.
- **Technical Skills:** Sound knowledge of gender transformative approaches, MEL concepts, data collection systems (ODK/Kobo), project management, documentation, and proficiency in MS Office packages.
- **Behavioral Competencies:** Strong stakeholder engagement, collaborative teamwork, clear communication, problem-solving abilities, growth mindset, and disciplined planning and organization.

Application Guidelines

Interested candidates who meet the criteria above are encouraged to send their application through our recruitment portal:

<https://erp.enafricafoundation.org:82/Home/PublicJobDetails?requestid=ERQ00011>

The CVs should include the contact details of three referees. Only shortlisted candidates will be contacted.

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