

## Job Description

Job Title:	Gender Equality, Disability, Social Inclusion (GEDSI) and Safeguarding Adviser
Group:	Operations
Dept/Project/Service:	Education and Skills Programme
Reports to:	Programme Manager (Technical Lead) dotted reporting to edt Head of Safeguarding and Inclusion and PMU GEDSI Lead
Responsible for:	Regional Gender, Safeguarding and Inclusion Officers x3
Usual office base:	Addis Ababa
Grade:	Will be awarded following job evaluation

### Project Overview:

The Leaders in Teaching (LiT) programme is a national programme aiming to enhance quality of teaching and learning in secondary education. The overall objective of the programme is to improve the transition of secondary school students to either post-secondary education or training or directly into the world of work by equipping them with relevant skills, knowledge, and attitudes through enhanced implementation of the competency-based curriculum. EDT are implementing this programme in partnership with two other organisations, one of whom, the Lead Partner, will also host the Project Management Unit (PMU).

### Job Purpose and Scope:

The Gender Equality, Disability, Social Inclusion (GEDSI) and Safeguarding Adviser will support the effective integration of gender equality, disability, social inclusion across all components of the programme. They will also be responsible for developing, implementing and embedding the programme's safeguarding policy and procedures, built on edt's SSA Safeguarding Framework. Working closely with the edt Programme Manager and the PMU GEDSI Lead the GEDSI Adviser will oversee the work of the Regional GEDSI Officers and ensure that edt's interventions are inclusive, equitable, and safe for all participants, particularly girls, disabled students, and other marginalized groups.

### Job objectives:

#### Technical Leadership

- Support the PMU GEDSI Lead in the development and implementation of a GEDSI strategy and Action Plan in line with global and national frameworks

- Provide day-to-day technical input to ensure gender-responsive, disability-inclusive, and safeguarding-focused approaches in curriculum enhancements, teacher training, school leadership, and community engagement.
- Assist in developing and adapting tools, checklists, and resources for use by edt teams and downstream partners.
- Provide technical leadership and oversight to the Regional GEDSI and Safeguarding Officers to ensure that GEDSI programme and community engagement activities are consistent across all areas implemented by edt.

#### Capacity Building & Awareness

- Organize and deliver training sessions and awareness-raising activities for edt staff on GEDSI and safeguarding topics.
- Oversee and provide feedback on the roll-out of programme activities by Regional GEDSI staff and downstream partners in edt-supported schools
- Promote a culture of inclusion, respect, and safety within all edt activities.

#### Safeguarding Activities

- Ensure all programme activities adhere to edt safeguarding standards, donor requirements, and statutory child/adult protection procedures.
- Support the development of safe spaces for marginalized groups and implement measures to counter harmful gender practices.
- Maintain confidential reporting mechanisms, respond to incidents promptly, and manage cases in line with edt procedures.
- Work with HR to ensure pre-employment checks and ongoing compliance.  
Work with EDT's Head of Safeguarding and Inclusion and edt's Safeguarding Officer in all aspects of safeguarding.

#### Monitoring, Evaluation, and Reporting

- Collect and report data on GEDSI and safeguarding indicators for edt activities, ensuring data is disaggregated by gender and disability.
- Document lessons learned, good practices, and case studies for internal and external sharing.
- Support the edt Programme Manager in preparing reports and responding to edt, donor or partner requests related to GEDSI and safeguarding.

#### Person specification:

##### Knowledge:

##### Essential:

- Bachelor's degree in Gender Studies, Education, Social Work, Sociology, Development Studies, or a related field (Master's preferred).
- Strong understanding of gender, disability, inclusion, and safeguarding issues in education.
- Familiarity with national and international safeguarding and child protection standards

##### Desirable:

- Knowledge of Mastercard programming and strategic priorities

### Experience:

#### Essential:

- Significant demonstrable experience in gender, safeguarding, disability, or social inclusion roles, preferably in education or youth development programmes
- Demonstrable experience designing and delivering training and awareness activities for diverse audiences, including educators and youth
- Experience working with disadvantaged youth, including adolescent girls, refugee students, and children with special educational needs and disabilities (SEND).
- Knowledge of CAPSEAH and digital safeguarding issues and risks.

#### Desirable:

- Experience of leading a workstream on large scale donor funded projects (>£10m) or equivalent experience in management of gender, education or youth programmes

### Skills:

#### Essential:

- Excellent communication and facilitation skills in English and Amharic
- Good report writing for both internal and external stakeholders
- Ability to work collaboratively with diverse teams and stakeholders.
- Strong organizational and data management skills.
- Commitment to upholding safeguarding and child and adult protection principles.

#### Desirable:

- Fluency in at least one local language from the programme regions.

### Competency Band: 3

#### Key Competencies for the role:



*Education Development Trust is committed to safeguarding and promoting the welfare of everyone who comes into contact with us. We operate a zero-tolerance policy to sexual exploitation, abuse, and harassment (SEAH). Applicants must be willing to undergo safeguarding screening appropriate to the post, including checks with past employers and police checks. Successful candidates will be required to sign a safeguarding declaration to confirm that they will abide by edt's safeguarding policies and procedures, including, but not limited to, Protection from SEAH, and the Safeguarding Code of Conduct.*

*Education Development Trust also participates in the Inter Agency Misconduct Disclosure Scheme and we may request information from relevant job applicants' previous employers about any findings of sexual misconduct, including harassment, during employment, or incidents under investigation when the applicant left employment. By submitting an application, the job applicant confirms their understanding of these recruitment procedures.*