

## Job Description

Job Title:	Regional Gender Equality, Disability, Social Inclusion (GEDSI) and Safeguarding Officer
Group:	Operations
Dept/Project/Service:	Leaders in Teaching (LiT)
Reports to:	Regional Technical Lead (Education Specialist) with Technical Reporting to GEDSI and Safeguarding Specialist
Responsible for:	Regional Gender, Safeguarding and Inclusion Officers x3
Usual office base:	Addis Ababa
Grade:	6

### 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 Regional Gender Equality, Disability, Social Inclusion (GEDSI) and Safeguarding Officer is responsible for the operational delivery and day-to-day management of GEDSI and safeguarding activities within a specific programme region. They will also be responsible for implementing and embedding the programme's safeguarding policy and procedures within their region. They will work closely with the GEDSI and Safeguarding Specialist to ensure that edt's interventions in their region are inclusive, equitable, and safe for all participants, particularly girls, disabled students, and other marginalized groups.

### Job objectives:

#### Regional GEDSI and Safeguarding Leadership

- Support the GEDSI and Safeguarding Specialist by operationalising the GEDSI strategy and Action Plan at regional level, ensuring it is translated into practical, achievable activities.
- Provide day-to-day technical input to ensure gender-responsive, disability-inclusive, and safeguarding-focused approaches into regional programme activities including 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 direct supervision, coordination, and practical guidance to Zonal Education officers and Facilitators Officers to ensure consistent implementation across the region.

#### Capacity Building & Awareness

- Organize and deliver training sessions and awareness-raising activities for edt staff on GEDSI and safeguarding topics.
- Support schools and partners to apply GEDSI and safeguarding principles in daily programme activities, addressing barriers to inclusion and participation as they arise.
- Reinforce inclusive, respectful, and safe behaviours through regular engagement, observation, and follow-up at field level.
- Provide feedback on the roll-out of programme activities and downstream partners in edt-supported schools
- Promote a culture of inclusion, respect, and safety within all edt activities.

#### Safeguarding Activities

- Ensure all regional 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 regional reporting mechanisms, respond to incidents promptly, and manage cases in line with edt procedures.
- Work with the GEDSI and Safeguarding Specialist and HR and Administration Manager to ensure pre-employment checks and ongoing compliance.

#### Monitoring, Evaluation, and Reporting

- Collect and report data on regional GEDSI and safeguarding indicators for edt activities, ensuring data is disaggregated by gender and disability.
- Monitor field-level implementation of GEDSI and safeguarding activities to assess quality, coverage, and effectiveness.
- Document lessons learned, case studies, and examples of good practice from regional implementation to inform programme improvement and learning.
- Support the GEDSI and Safeguarding Specialist 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
- 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 delivering training and awareness activities for diverse audiences, including educators and youth
- Experience supporting field teams and ensuring policies and strategies are implemented effectively at school and community level
- 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 coordinating GEDSI or safeguarding activities on donor funded projects

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

##### Desirable:

## Our Values



*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.*