



Position: Project Director; Gender, Water, Sanitation and Hygiene (Gender-WASH), Centre of Excellence

Reports to: Senior Director, Programs and Innovation

Location: India (candidate preferably based in New Delhi)

Start date: Between 1 – 15 June, 2021

Position background:

CREA is seeking a Project Director – Gender, Water, Sanitation and Hygiene, Centre of Excellence, India. The desired candidate, will be responsible for developing and strategising plans to ensure that sanitation policies in the urban Indian context integrate a gender lens in a meaningful way, wherein the improvement in sanitation programs can be leveraged to improve gender equality. This position will be highly dynamic and requires excellent project management skills, leadership skills, analytical thinking and decision-making ability. The selected candidate will be expected to work closely with all Directors.

Key Responsibilities:

Strategy and Vision

- Collaboratively develop and implement a vision for the evolution of the project (into a Centre of Excellence) that is in alignment with CREA’s vision and mission.
- Communicate the project vision to the donor, partner organizations and other stakeholders.
- Responsible for networking with peers to stay connected with emerging opportunities and maintaining current knowledge about trends, movements and policy developments.
- Ensure gender and social equity are designed into planning, management, and monitoring of WASH policies, services and practice in urban India.
- Ensure the integration of structurally excluded persons into the project.
- Develop a plan for the capacity building of partner organisations.

Management and Leadership

- Oversee team goals, activities, operations, and performance of direct and indirect reports.
- Oversee the development and implementation of the annual work plan.
- Optimise the effective use of resources, skills and budgets within the project team.
- Hold periodic meetings with the Organizational Management Team to update on the progress of the CoE.

Advocacy

- Actively build relationships with relevant government departments and stakeholders.
- Offer advice and assistance to assimilate a gender lens to the perspectives and policies of city, state and national governments, urban local bodies and municipalities.

Monitoring, Evaluation and Learning

- Ensure that the project achieves the desired outcomes (as outlined in the proposal).
- Develop a strategy for documentation of stories of change.
- Develop a plan for ensuring project learnings inform project development.

Donor Compliance

- Ensure all donor and legal compliance are met.
- Ensure that donor reports are on time, scope and of high quality.
- Ensure that the utilization of project budget is on scope and time.

External Representation

- Represent CREA externally as required.
- Be the focal person (for the project) with the donor, government bodies and other stakeholders.

Qualifications and Experience

The successful candidate must have the following:

- Masters or equivalent degree in social work, community development, business/administration, gender studies, human rights law, and/or related field.
- At least 10 years of experience of working in increasingly senior positions within the field of Gender – Water, sanitation and hygiene; preference for candidates with experience in, women's rights, sexuality, gender, reproductive health, and/or human rights.
- Excellent analytical skills.
- Mature judgment combined with a proactive, energetic approach to problem solving.
- Ability to handle multiple tasks and effective organisational, stress management and time management skills.
- Excellent interpersonal and team player skills.
- Able to travel for important meetings, conferences, policy-level work, networking (when travel opens up).
- Fluency in English and Hindi languages (excellent oral and written skills in English are required).

CREA promotes pluralism and equal opportunity, and is committed to diversity in its staffing and to the maintenance of an environment, free of discriminatory employment practices. CREA's policy is to provide equal employment opportunity to all individuals. No individual shall be discriminated against because of his or her actual or perceived age, caste, class, disability, marital status, religion, or sexual orientation. Compensation will be based on experience and internal equity. A generous benefit package is included.

Interested candidates who meet the required educational and experience requirements should send their CV along with a cover letter, current and expected salary to jobs@creaworld.org by **7st May, 2021**. Please include in the subject line the name of the position you are applying for. Only shortlisted candidates will be contacted for an interview.

Organisational Profile

Founded in 2000, CREA is a feminist human rights organisation based in New Delhi, India. It is one of the few international women's rights organisations based in the global South, led by Southern feminists, which works at the grassroots, national, regional, and international levels. Together with partners from a diverse range of human rights movements and networks, CREA works to advance the rights of women and girls, and the sexual and reproductive freedoms of all people. CREA advocates for positive social change

through national and international fora, and provides training and learning opportunities to global activists and leaders through its Institutes.