

Job Description: Gender Specialist

Nature of employment: Full-time

Reporting to: Director, Programme

Location: New Delhi, Delhi

About Peepul

Peepul is an education-focused non-profit organisation committed to transforming India's education system and enabling every child to reach their full potential. We work closely with national, state, and local governments to transform government schools and government systems. Currently, we work with governments in Delhi, Madhya Pradesh and Chhattisgarh to meaningfully have an impact across ~325,000 teachers and 9.75 million+ students across 100,000+ schools.

At Peepul, we collaborate with school systems to build the capacity of leaders, teachers, and institutions. We advocate for policy improvements, support mentoring and monitoring, and enhance student-teacher engagement in classrooms. Our work has been recognized internationally, including receiving the Commonwealth Education Awards for Innovation and being featured in reports by respected organisations like the UN and the National Ministry of Education, India, and we are well-funded by both Indian CSR and prominent international Foundations working toward a common purpose of excellent education for the most disadvantaged sections of society.

Driven by our core values of impact, excellence, and leadership, we are a restless, resilient, and reflective organisations. Our team of 200+ employees is passionate about creating lasting change and is rewarded competitively for their dedication. Join us in our mission to create a world where every child has equal access to high-quality education. Learn more about our transformative work at <http://peepulindia.org>.

Role Description

Peepul is seeking a highly skilled and experienced Gender Specialist to lead our organisation through a transformative journey towards gender equity and inclusivity. The Gender Specialist will play a pivotal role in implementing our approach to achieving gender responsiveness over the next three years through our programmes and functions.

Responsibilities would include:

- Conduct a comprehensive gender audit to assess the current state of gender inclusivity within the organisation and identify gaps, challenges, and opportunities for improving gender equality and equity.
- Develop a strategic plan for integrating gender considerations into all aspects of the organisation's policies, practices, and programmes.
- Work along with external consultant(s) to undertake landscape analysis of Peepul programmes and organisation policies and to draft a Gender Action Plan for the organisation.
- Work closely with programme leads and key stakeholders to mainstream gender considerations into existing policies and procedures.

- Develop and implement training programs to raise awareness and build capacity among staff members on gender-sensitive approaches.
- Prepare, from time-to-time, presentations and documents pertaining to progress in gender-focused approach for both internal and external stakeholders. This includes:
 - Internal stakeholders: Senior Leadership, Board of Directors, Gender Advisory Board.
 - External stakeholders: Donors, partner organisations, government officials.
- Stay abreast of the latest research, trends, and innovations in gender equality and share knowledge and resources with colleagues and stakeholders.
- Work along with the Fundraising team to manage donors' grants to Peepul for a gender-focused approach.
- Advocate for gender equality and inclusivity both internally and externally and represent Peepul in relevant forums and networks.

Qualifications and Role Requirements:

At Peepul, we seek talented professionals who are passionate about driving educational transformation and making a positive impact. We are looking for individuals who possess the following qualifications and meet the role requirements:

- **Qualifications:** Bachelor's degree in Gender Studies, Social Sciences, International Development, or a related field. Master's degree preferred.
- **Work Experience:** We value both professional and personal experience. Candidates with 6-8 years of relevant experience in gender mainstreaming, gender analysis, and/or gender-sensitive programming with a proven track record of leading gender-related initiatives within complex organisations or development projects. Additionally, a strong understanding of gender concepts, frameworks, and tools which apply to government entities and familiarity with the Indian education system is highly desirable.
- **Soft Skills:** Excellent communication, facilitation, and interpersonal skills, with the ability to engage effectively with diverse stakeholders. Demonstrated ability to work independently, prioritise tasks, and manage multiple deadlines effectively.
- **Language Proficiency:** English and Hindi

Compensation and Benefits

Compensation will be commensurate with the qualifications and experiences.

Peepul is a people-first organization, and offers a range of employee benefits, including a generous health insurance (for self, spouse and first two children), a generous leave policy, relocation benefits, PF, Gratuity, communication and travel reimbursements, etc.

How to apply

To apply for a position, click on the application link [here](#).

You will be required to upload:

- **Your CV:** Please ensure that your CV provides relevant information about your professional and personal experience and details of your academic qualifications. CVs can be one to two pages in length.

- **A cover letter:** We highly encourage you to use your cover letter to showcase your specific interest in working for Peepul and demonstrate how your qualifications align with the role you are applying for. A tailored cover letter holds significant importance in Peepul's recruitment process as it enables us to comprehend your motivations for the position, your relevant skills, and the clarity of your writing.

For any further queries related to our hiring process and timelines, please contact us at recruitment@peepulindia.org.

