



Application pack: Sexual & Reproductive Health & Rights Specialist

Humanity & Inclusion (HI) is an award-winning international development organisation working in situations of poverty and exclusion, conflict and disaster. Working alongside people with disabilities and vulnerable populations, we take action and raise awareness in order to respond to their essential needs, improve their living conditions and promote respect for their dignity and fundamental rights.

We are looking for a ***Sexual & Reproductive Health & Rights (SRHR) Specialist***. The successful candidate will play an important role in strengthening HI's capability in SRHR, sharing learning and providing technical support to HI programmes worldwide, including in Sierra Leone, Lebanon, Syria and Yemen, among others.

About HI

Outraged by the injustice faced by people with disabilities and vulnerable populations, we aspire to a world of solidarity and inclusion, enriched by our differences, where everyone can live in dignity.

Since its creation in 1982, HI has run development programmes in more than 60 countries and responded to numerous emergencies. Today, we have a budget of over 250 million euros, with around 5,000 employees worldwide.

HI was co-winner of the 1997 Nobel Peace Prize for our campaign for the Mine Ban Treaty. We were also awarded the 2011 Hilton Humanitarian prize in recognition of our contribution to alleviating human suffering and supporting the most vulnerable people.

HI UK is a member of the HI Network, which is comprised of a Federation and eight national associations. As part of the Network, HI UK works towards a common strategy while maintaining a distinct identity as a British organisation. The Federation is responsible for implementing the Network's social missions in around fifty countries. It operates under the names "Humanity & Inclusion" or "Handicap International", depending on the country.

HI has an ambitious delivery plan in the UK, as part of our 2016-25 strategy, [*For More Solidarity and Inclusion in the World*](#).

Equal opportunities policy

HI UK is committed to diversity and inclusion. We recognise that discrimination shapes the opportunities that many people have in society and that people have different needs in order to realise their full potential. Addressing this requires organisations to be proactive in creating environments that encourage the inclusion and development of all. Though we still have a long way to go, inclusion is central to our identity at HI UK and we are strongly committed to the continuous work that it requires.

We are particularly interested in hearing from candidates with disabilities and/or from Black and minority ethnic backgrounds, to help make us more representative. If you have a disability and meet the minimum requirements for the role, we will guarantee you an interview.

Employee benefits

- ❖ All employees are entitled to 28 days' holiday per year in addition to UK public holidays (*pro rata* for part-time employees). Colleagues may also take an additional day off for their birthday.
- ❖ Training and development opportunities are open to all staff and will be provided to support them to fulfil their roles.
- ❖ We value all our employees and strive to support them in their professional lives. This includes offering flexible-working opportunities, including home-working, flexible hours and two days' volunteering leave each year.
- ❖ We offer a competitive workplace pension scheme, matching contributions up to 6% of gross salary.
- ❖ We are positive about employing persons with disabilities and are proud to be accredited as a Disability Confident Employer.
- ❖ We offer a Worklife Support Employee Assistance Programme, which provides confidential information, support and counselling.
- ❖ We strive to create a diverse and inclusive working environment and we are constantly looking at ways to improve our policies, processes and culture.
- ❖ Our office is a short distance from Waterloo train station and Lambeth North Underground station. There are also lots of bus stops nearby. We share an open space with other charities. The working environment is fairly quiet, with bookable meeting rooms, booths for individual meetings, noise-reduction pods and other informal meeting spaces. We have lifts, accessible toilets and a shared kitchen area. We are open to discuss any reasonable adjustments you might need.

Job description

- JOB TITLE** Sexual Reproductive Health and Rights Specialist
- ORGANISATION** Humanity & Inclusion UK
- SALARY & HOURS** £42,790 (if based in the UK), Full-time position (37.5 hours per week)
- DURATION** Open-ended contract
- LOCATION** London SE1, with optional home working (or in another HI office location worldwide)

6. BACKGROUND INFORMATION AND PURPOSE OF THE POST

HI is a leading actor in disability inclusion in the health sector, with a focus on equitable access to health information and services, and disability-inclusive programming. We have extensive experience in Sexual and Reproductive Health and Rights (SRHR) and implement inclusive SRHR projects globally in partnership with organisations of persons with disabilities, other INGOs and country governments.

The SRHR Specialist will provide technical support to HI's Sexual and Reproductive Health and Rights project portfolio. This includes: the *Saving Lives in Sierra Leone* project, implemented in collaboration with Concern Worldwide with financial support from the UK FCDO; the *WILADA* project, aiming at a disability-inclusive SRH; the *Maternal Health programme* in Lebanon, implemented with Médecins du Monde with ECHO funds; and a multi-country programme working across Syria, Lebanon and Yemen to enhance access to SRH and GBV services for women and adolescent girls with disabilities.

7. MAIN DUTIES AND RESPONSIBILITIES

Responsibility 1: Technical support

- Develop and introduce tools, resources and training to improve disability-inclusive programme implementation;
- Provide technical and programmatic support to build the capacity of in-country teams in disability-inclusive SRHR programming;
- Participate in the development and monitoring of technical work plans and budgets, ensure appropriate levels of technical assistance in programmes and coordinate partners' efforts;
- Undertake regular supervision, mentoring and monitoring visits to project sites as necessary;
- Work with and provide technical leadership and support to relevant project staff for effective programme planning, implementation and monitoring.

Responsibility 2: Definition of technical framework

- Lead on the internal dissemination of HI's disability-inclusive SRHR policy paper;

- Contribute to the elaboration, dissemination and implementation of the SRHR strategic action plan;
- Identify and cultivate opportunities for collaboration with the relevant technical divisions and technical sectors within the organisation.

Responsibility 3: Continuous learning and knowledge management

- Work with the country teams to systematically document all processes, tools and lessons learned, and liaise with other senior project staff to identify areas of improvement;
- Explore and take advantage of opportunities to share/disseminate HI's SRHR programme evaluations and results;
- Assist in preparing donor progress reports;
- Facilitate knowledge generation and lesson-learning events within HI and with relevant stakeholders through publications, webinars and other knowledge-sharing forums;
- Share and disseminate internally HI's SRHR knowledge, skills and know-how;
- Lead the knowledge-management related to SRHR programming and assure that a lessons-learned mechanism is elaborated and fully functional;
- Develop and contribute to new SRHR-related resources and publications;
- Contribute to and facilitate cross-geography and cross-programme learning.

Responsibility 4: Networking, influencing and representation

- Promote HI's capacity and know-how in the field of SRHR externally;
- Participate actively in international networks on SRHR.

Responsibility 5: Technical support for SRHR business-development opportunities

- Contribute to proposal development and project design for inclusive SRHR country and regional operations

Conduct and safeguarding

Respect and dignity of all the people we support and come into contact with are at the heart of HI's approach. All employees, volunteers (including trustees), partners, suppliers and consultants working with HI UK are expected to adhere to our [Code of Conduct](#) and related policies.

Our commitment to safeguarding means we seek to ensure that no harm comes to people as a result of contact with the organisation's programmes, operations or people. This means ensuring the safety and protection of groups, including children and vulnerable adults, with whom the organisation is in contact, establishing safe and respectful workplaces that are free from harassment, abuse and discrimination, and maintaining HI's reputation and high standards by preventing, addressing and learning from instances of wrongdoing.

This post is Safeguarding Level 1, which means no [DBS check](#) is required (unless the content of the post changes).

HI is a member of the interagency [Misconduct Disclosure Scheme](#) (MDS). In line with the principles of this scheme when we contact your referees, we request that they provide information in relation to any findings of sexual exploitation, sexual abuse and/or sexual harassment ('Misconduct') during the candidate's employment or any allegations of this kind that were under investigation at the point that the candidate left their organisation.

10. PERSON SPECIFICATION

Essential

- **A Master's degree in Public Health or equivalent professional experience**
- At least **5 years' experience** in sexual and reproductive health and rights in low- or middle-income countries
- Deep understanding of the key issues surrounding **disability inclusion**, with extensive experience in promoting health equity and mainstreaming disability inclusion across various sectors
- Experience in the medical field
- Experience in **implementing complex, high-financial-volume projects** involving multiple stakeholders
- Excellent **strategic and analytical thinking**
- Ability to meet tight deadlines
- Excellent oral and written communication skills in **English**

Desirable

- Experience of working to prevent or respond to gender-based violence
- Proficiency in French or Spanish

Application process

To apply, please follow [this link](#).¹

If you disclose a disability during your application process and you meet the minimum criteria for the role, we will contact you to discuss any reasonable adjustments you might need at the interview. If you wish to disclose a disability please do so in your covering letter.

Closing date: 16th October 2024

Interviews will be held on a rolling basis and interested candidates are urged to apply immediately.

For further information about the organisation: www.hi.org

¹ <https://reliefweb.int/job/4096690/sexual-reproductive-health-and-rights-specialist-flexible-location>