 

**Job Title: Youth Researchers: Intersectional Rapid Gender and Protection Analysis (iRGPA)**

**Reporting: Program Officer**

**Duty Station: 4 in Murang’a and 4 in Nyeri**

**Contract duration: 3 months**

**Application Deadline: 30th June 2024**

**KRCS Overview:**

Kenya Red Cross Society (hereafter, KRCS) is a humanitarian relief organization established by an Act of Parliament, Cap 256 Laws of Kenya. As an auxiliary to both the national and county governments, KRCS works to alleviate human suffering and save lives of the most vulnerable in our communities. It works through a network of 47 county branches, 8 regions and the national headquarters, leveraging its wide network of over 250,000 members and volunteers across the country.

The KRCS Strategic Plan 2021- 2025 stipulates its 3rd focus areas as **Youth Leading Positive Change in their Communities.** KRCS has committed to support the protection of children and young people and facilitate initiatives that help them to reach their potential and lead positive change in their communities. To achieve this, the organization has the following specific objectives under its 3rd goal on youth;

*i. Youth have improved knowledge, skills and experience for personal, social, and economic development;*

*ii. Youth living healthy and responsible lives maximizing their innate potential;*

*iii. Safe spaces for youth representation, participation and meaningful engagement.*

**About iRGPA:**

The USAID Youth Excel: Our Knowledge Leading Change program implemented by IREX and its consortium supports young leaders and youth-led and youth-serving organizations around the globe to conduct quality “research-to-change" (implementation research); use data and learnings to improve their own cross-sectoral, positive youth development programs; synthesize data and learning; and engage in intergenerational dialogue with adult decision-makers so that together youth and adults can shape and advance data-informed development policies, agendas, and programs. Youth Excel works with local youth-led and youth-serving organizations to enhance their program outcomes, learning cultures, networks, and leadership for positive youth development through “research-to-change" in Kenya.

Kenya Red Cross Society is collaborating with IREX in the implementation of the Youth Excel Program as a Consortium Partner in Kenya.

Kenya Red Cross Society as a consortium partner in the Youth Excel project participates in the overall Youth Excel consortium and global activity planning and learning; facilitate network strengthening activities among a group of youth-led/youth-serving organizations in Murang’a and Nyeri Counties; serve as the Learning Co-Lead for Youth Excel’s global learning theme: Networks in youth workforce development; and provide mentors/coaches for global or regional implementation research activities at the request of IREX.

**Job Summary:**

We are seeking dedicated Youth Researchers to support the work of KRCS in Murang’a and Nyeri counties. We seek to recruit 8 Youth Researchers, 4 based in Murang’a and 4 based in Nyeri. The Youth Researchers' main work will be to conduct a comprehensive Intersectional Rapid Gender and Protection Analysis (IRGPA) as a precursor to an Implementation Research project under Youth Excel Program that aims to assess the impact of KRCS meaningful youth engagement and participation in its humanitarian work.

The Youth Researchers will play a crucial role in ensuring that Youth Excel's programs prioritize gender equality, inclusion, and protection considerations. The roles involve identifying and addressing the differing needs and capacities of diverse groups, including women, men, boys, girls, and gender non-conforming individuals, as well as other marginalized identities such as religion, linguistic group, disability, and migration status.

The Youth Researcher will work closely with the program teams in assessing and mitigating risks associated with Youth Excel's activities, operations, and personnel, with a focus on addressing existing inequalities and vulnerabilities within the community. Additionally, the Youth Researcher will analyze how Youth Excel programs may exacerbate existing risks facing young people and develop strategies to address them. Lastly, the Youth Researcher will contribute to the development and implementation of the Youth Excel Gender and Protection Action Plan, which guides program partners in promoting equitable and safe outcomes and processes in the community. This role offers a unique opportunity to gain hands-on experience while contributing to Research to Change (R2C)/Implementation Research (IR) for Positive Youth Development (PYD).

Key Responsibilities:

* Identify and analyze the differing needs and capacities of various demographic groups, including women, men, boys, girls, and gender non-conforming individuals, as well as other marginalized identities.
* Assist program teams in integrating gender, inclusion, and protection considerations into Youth Excel's programs, activities, and operations.
* Conduct risk assessments to identify potential risks associated with Youth Excel's programs, operations, and personnel, with a focus on addressing existing inequalities and vulnerabilities.
* Collaborate with program teams to develop strategies for mitigating risks and promoting equity and inclusion within Youth Excel's interventions.
* Analyze how Youth Excel programs may impact existing risks facing young people in the community and develop proactive measures to address them.
* Contribute to the development and implementation of the Youth Excel Gender and Protection Action Plan, providing guidance to program partners on promoting equitable and safe outcomes and processes.
* Provide training and capacity building support to program staff and partners on gender equality, inclusion, and protection principles and practices.
* Monitor and evaluate the implementation of gender and protection initiatives within Youth Excel's programs, providing feedback and recommendations for improvement.
* Collaborate with stakeholders, including community members, local organizations, and government agencies, to promote gender equality and protection within the community.
* Stay informed about best practices, emerging trends, and relevant policies related to gender equality, inclusion, and protection in development programming.

**Minimum Qualifications**

* Bachelor's degree in gender studies, social sciences, international development, or a related field. Relevant work experience may be considered in lieu of a degree.
* At least 2 years of professional experience working on gender equality, inclusion, and protection issues in development or humanitarian settings. Candidates with less experience but a strong passion for gender equality and protection are encouraged to apply.
* Familiarity with gender analysis frameworks and methodologies, or a willingness to learn.
* Basic knowledge of protection principles and practices are preferred, but not required.
* Strong communication and interpersonal skills, with the ability to engage with diverse stakeholders.
* Ability to work both independently and as part of a team, with a commitment to promoting gender equality and protecting vulnerable populations.
* Fluency in English; proficiency in additional languages spoken in the program area is an advantage.
* Experience working in Murang’a and Nyeri or similar contexts is a plus and mandatory.

**Key Competencies**

* A good understanding of community work and development programming and effective project management.
* Proficiency in Google Workspace (Word, excel, PowerPoint and other digital tools in data management/Prior experience in data analysis, or research is desirable.
* Experience working with youth-led and youth-serving organizations.
* Sensitive and responsive to gender, ethnicity, disability and other social issues
* Participatory and team approach to work and behavior
* Excellent written and spoken English and Kiswahili.
* Able to provide timely, well written and analytical reports to the project team as required.
* Strong computer skills particularly Microsoft Office and data analysis packages.
* Self-motivated with a passion for youth development
* Possess a learning mindset, being keen to learn as well as share knowledge and new ideas around youth development.

**Note: Among the other programing work which Kenya Red Cross does, responding to humanitarian crisis is the core of the work we do. With that in mind, this position will be suited for someone who is empathetic to the humanitarian issues that the country/ globe faces.**

 