

Position Title	Gender, Disability and Social Inclusion Lead
Project	Partnerships for Social Protection (P4SP) program
Contract Term	Fixed-term contract: ASAP to 19 September 2025
Employee: FTE Consultant: Number of Days	Full-time (1.0 FTE) or part-time/consultant (0.8 FTE / 4 days per week) opportunity available. The number of days is negotiable.
Location	<p>This is a home-based role. The successful candidate will either be:</p> <ul style="list-style-type: none"> - Australia based for a full-time employment appointment. Australian residency or current works permit is required. It is the responsibility of the applicant to provide evidence of a current work permit. - Flexible location (Australia or within the Pacific region) for part-time or consultant appointments. <p>Travel to Australia, the Pacific region and Timor-Leste will be required.</p>
Reports To	Team Leader (TL)
Purpose	The Gender, Disability and Social Inclusion Lead will lead implementation of P4SP's GEDSI strategy and ensure gender, disability, and social inclusion issues are well-integrated within P4SP strategies, deliverables and activities. The GEDSI Lead will be a key member of the P4SP Technical Team, reporting directly to the Team Leader to ensure that the GEDSI strategy is implemented across all areas of the program and to lead implementation on targeted GEDSI activities, in particular related to evidence generation and capacity development. Support and advice directly to partner governments and stakeholders will also be required.
Job Specification	<p>The GEDSI Lead's role will be to ensure that GEDSI principles (as reflected in the GEDSI strategy) are effectively implemented across P4SP activities and deliverables. This includes:</p> <ul style="list-style-type: none"> • Proposing ways in which the P4SP team can effectively integrate gender, disability and social inclusion best practice approaches across all program activities. • Working together with P4SP team members to ensure that program activity plans, country engagement plans, and the implementation of P4SP activities are GEDSI sensitive (at a minimum), identifying opportunities and addressing constraints to inclusion and implementing necessary actions to address these. • Providing input to P4SP program activities, including reviewing technical inputs and products and engaging with key stakeholders. • Raising risks and highlighting opportunities related to GEDSI programming, including: <ul style="list-style-type: none"> ○ Identifying and highlighting opportunities for how P4SP can build capacity in partner countries to increase the cadre and diversity of social protection and GEDSI experts in Pacific Island Countries.

	<ul style="list-style-type: none"> ○ Identifying and helping to address key program level risks that may impact on delivery of P4SP from a GEDSI perspective. ○ Identifying potential partners/key stakeholders in Pacific Island Countries and Timor-Leste that can contribute to gender and social inclusion research and activities (e.g. women's organisations, Organisations for People with Disabilities, other DFAT programs, SPC, research institutions, etc.) ○ Identifying opportunities to strengthen knowledge and understanding of the relationship between social protection and gender, disability and social dynamics through the generation of research, analysis, knowledge pieces and capacity development initiatives. ○ Provide advice and technical guidance to partner governments and stakeholders in the PICs where P4SP is actively engaged. This can include reviewing GEDSI strategies; program documents; conducting GEDSI training etc. <ul style="list-style-type: none"> • Initiating, designing, undertaking and/or managing GEDSI-focused research and data analysis, in close coordination with the P4SP team, and in collaboration with in-country, regional, and research partners, as required. • In coordination with DFAT and other partners, lead P4SP's engagement with key stakeholders on cash transfers and gender-based violence in the Pacific region. • Support P4SP to establish and implement a research partnership/s examining the association between social protection and gender-based violence/ intimate partner violence (in close coordination with DFAT's Social Protection Team). • Reviewing the P4SP Gender, Disability and Social Inclusion Strategy as needed to ensure it is relevant, being implemented and supports inclusive programming as P4SP evolves. • Supporting P4SP in identifying local GEDSI specialists as required in priority countries, and working closely with these specialists as needed to support P4SP to achieve its objectives. • Support DFAT to meet and comply with GEDSI requirements outlined in the P4SP Head Contract, including supporting the definition and achievement of GEDSI related performance indicators.
Special Conditions	<ul style="list-style-type: none"> • For Australia-based appointments, Australian residency or current works permit is required. It is the responsibility of applicant to provide evidence of a current work permit. • The successful applicant is required to gain a National or International Police Clearance, prior to being employed and as determined by Development Pathways. The police clearance is required to be renewed periodically and as advised by Development Pathways. • Some intra/interstate or international travel to Australia, the Pacific region and Timor-Leste is a requirement of this position. The successful applicant will be required to obtain a medical clearance prior to undertaking any work-related travel, which is required to be renewed annually or as determined by Development Pathways.

	<ul style="list-style-type: none"> • The successful candidate will be required to undertake mandatory trainings as advised by Development Pathways. • Some out of hours and weekend work may be required. • The successful candidate may be engaged through an employment contract or a consultancy agreement, subject to the successful candidate's business and employment status.
Child Protection	Development Pathways is committed to protecting the rights of children. We will require you to provide a police check(s) and reserve the right to conduct other screening procedures, if required, to ensure a child-safe environment.
Gender Equality, Disability & Social Inclusion	Development Pathways is committed to technical excellence in gender equality and our team will work closely with our partners to ensure a context-specific and consistent approach is applied to all our programs to improve the livelihoods of the world's most marginalised groups.
Preventing Sexual Exploitation, Abuse and Harassment	Development Pathways is committed to respectful workplaces and does not tolerate sexual exploitation, abuse, or harassment of any kind.
Diversity Statement	Development Pathways is committed to providing equal employment opportunities and a work environment that values diversity and inclusion. Aboriginal and Torres Strait Islander people, female applicants, and people with a disability who meet the requirements of this position are strongly encouraged to apply. If you have any support or access requirements, we encourage you to advise us at the time of application.

Selection Criteria:

Essential

1. Demonstrated international development experience in gender equality and disability inclusion related programming in the Pacific, particularly related to social development and women's economic empowerment.
2. Demonstrated ability to design and adapt program approaches and strategies that promote gender transformative programming in diverse contexts within the Pacific.
3. Significant experience supporting program management teams, and advisers to ensure that GEDSI considerations are incorporated in program design, implementation, monitoring and evaluation.
4. Experience undertaking GEDSI related research and analysis, and providing technical oversight/support/ quality assurance to research teams.
5. Highly developed organisational skills and an ability to effectively deliver on competing priorities and support multiple teams.
6. Experience supporting the up skilling of teams members and stakeholders on gender, disability and social inclusion.
7. Highly developed advocacy and communication skills (written and verbal).
8. Excellent interpersonal skill and an ability to work effectively in cross-cultural and remotely based teams, and with a wide range of stakeholders.
9. Post-graduate qualifications relating to international development, gender relations, social development, economics or similar.

Desirable

- Experience working with and /or knowledge and understanding of social protection or other development cash responses, including humanitarian cash responses.

- Experience working on a DFAT funded development program and familiarity with DFAT strategies and policies.
- Experience working with and /or knowledge and understanding of social protection.
- Post-graduate qualifications relating to international development, gender relations, social development, economics or similar.
- An understanding of DFAT communications requirements, including use of logos, style guides, guidelines for use of images etc.