



**Strathmore**  
UNIVERSITY  
**BUSINESS SCHOOL**



## **SBS VACANCY ANNOUNCEMENT**

**JOB TITLE: Gender Specialist.**

**DEPARTMENT: Strathmore University Business School.**

**REPORTING TO: Program Director.**

### **PROJECT SUMMARY:**

SBS launched the Kenya Pastoral Markets Development (KPMD) program as a pilot initiative to assess a commercially viable model for integrating pastoralist communities into formal livestock value chains. The program demonstrated that structured partnerships between pastoralists and private sector offtakers, supported by embedded services such as animal health, feed, aggregation and training, can improve pastoral incomes, livestock productivity, climate resilience and contribute to women's economic empowerment.

Building on this foundation, SBS is now leading the next phase of the initiative, Market-Based Transformation for Livestock Development in Kenya, which expands and institutionalizes the original KPMD model to operate at a greater scale. The program works with existing and new livestock offtaker companies to strengthen pastoral productivity, improve livelihoods, enhance women's economic participation, and build a more resilient and commercially sustainable livestock sector.

**JOB PURPOSE:** The Gender Specialist will lead the integration of gender equity and social inclusion within pastoralist livestock development programs. The role will drive the program's gender transformation agenda by ensuring that women, men, and youth have equitable access to resources, services, decision-making platforms and economic opportunities. Working closely with pastoralist communities, the Specialist will promote inclusive approaches that strengthen livelihoods while remaining sensitive to and respectful of cultural norms and local contexts.

### **MAIN DUTIES AND RESPONSIBILITIES:**

#### **1. Gender Analysis**

- Conduct gender and social inclusion analyses among pastoralist communities and livestock market systems to understand roles, access to resources, decision-making patterns, and control over income.

- Identify structural, economic, and socio-cultural barriers affecting participation of women, girls, youth, and vulnerable groups, including mobility restrictions, land rights, livestock ownership, and cultural norms.
- Translate analysis findings into practical recommendations to inform inclusive program design and targeting approaches.

## **2. Gender-Transformative Program Design**

- Design and embed gender transformative approaches across core program interventions within pastoralist livestock markets.
- Integrate gender indicators into monitoring and reporting systems to track measurable inclusion outcomes, such as participation and incomes.
- Ensure gender considerations are reflected in implementation plans and adaptive management processes.

## **3. Capacity Building & Technical Support**

- Develop culturally appropriate gender training tools and facilitation approaches tailored to pastoralist contexts.
- Provide technical guidance and hands-on support to program teams and partners to operationalize gender equity and inclusion strategies.
- Build knowledge and practical skills of community representatives and local stakeholders on gender equity, safeguarding, and inclusive participation principles.

## **4. Community Engagement & Behavior Change**

- Facilitate structured dialogue with elders, community and religious leaders, youth, and women's groups to address restrictive gender norms and social barriers.
- Support locally led processes and initiatives that strengthen equitable participation and decision making within pastoralist governance and livestock market systems.

### **JOB REQUIREMENTS:**

The post holder will be required to have and demonstrate evidence of the following qualifications, attributes, and skills:

- Bachelor's Degree in Gender Studies, Social Sciences, Development Studies, Sociology, or a related field is required.
- Master's Degree in Gender, Development Studies, Social Studies or relate discipline is highly preferred.
- Minimum 5 years of experience integrating gender equality and social inclusion in rural, pastoral, agricultural, or market-based development programs is required.
- Strong facilitation, community engagement, and stakeholder management skills are required.
- Willingness and ability to travel within Kenya, especially to pastoral counties.

- Knowledge of the agri-food sector, particularly livestock markets, is highly preferred.
- Fluency in English and Kiswahili required, proficiency in a Kenyan local language spoken in pastoralist counties is highly desirable.

### **Key Competencies and Skills:**

- Cultural sensitivity and contextual awareness.
- Influencing and persuasive communication.
- Gender equity and social inclusion analysis and integration.
- Gender transformative program design and results tracking.
- Community facilitation and social norms engagement.
- Behavior change communication.
- Partnership and advocacy coordination.

If you are interested in the position and have the skills we are looking for, we would like to hear from you. Please forward an application letter together with a copy of your updated resume quoting '**Gender Specialist**' to the People and Culture Manager, Strathmore University Business School, on [careersbs@strathmore.edu](mailto:careersbs@strathmore.edu) by end of the day (5.30 pm) **Friday, 27<sup>th</sup> March 2026**.

Due to the large number of applications we may receive, only the shortlisted applicants will be contacted.

Please be advised that Strathmore University Business School is an equal opportunity employer and does **NOT** ask for money from applicants under any circumstances during its recruitment process. Interested applicants are encouraged to exercise caution upon receiving any such interview opportunity that requires payment of any money.