**GEDSI and Feminist Influencing Thematic Lead

Inclusion Project 3**

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| **Closing date: September 16, 2025, at 23:59 ICT.****Location: Flexible within Cambodia, Lao PDR, or Vietnam****Contract: 1-year fixed term****One Oxfam Grade: C1 National****Salary and benefits: N/A** |

**Department purpose**:The Oxfam in Asia regional platform contributes to and implements Oxfam’s Global Objectives and Strategy and leads the implementation of Oxfam in Asia’s Strategic Framework, by providing vision and strategic direction to all of Oxfam’s work in Asia. This includes Oxfam’s humanitarian responses and the localization of humanitarian leadership, long-term development programming, and influencing work. Responsible and accountable for the strategic direction and effective management of the programming in Asia, effective management of financial and human resources in line with Oxfam policy, and providing high-level support and representation for advocacy, fundraising, and any other representational purposes in support of Oxfam’s work and interest while ensuring gender justice and feminist principles are adopted.

**Team purpose:** The Mekong Regional Water Governance Program (MRWGP) focuses on inclusive and equitable water governance, addressing climate change, water security, and social accountability. MRWGP oversees regional projects funded by DFAT and SDC, ensuring sustainable water governance across Cambodia, Thailand, Lao PDR, Vietnam and Myanmar. The Inclusion Program 3 (IP3) (2025-2029) integrates governance and climate resilience for regional policy impact. The program aims for - More sustainable and resilient livelihoods of riparian communities in the Mekong Sub-region and prioritises three interconnected pillars Pillar 1: Gender Equality, Disability and Social Inclusion (GEDSI) and Feminist Influencing; Pillar 2: Inclusive Water Resource Governance; Pillar 3. Climate Resilient Communities.

**Job purpose:** Provide expert technical guidance and coordination to advance gender equality, disability, and social inclusion (GEDSI) across multi-country water governance and climate resilience programming. Lead strategic alignment of the GEDSI Strategic Framework and action plans with Oxfam’s feminist and inclusive frameworks, coordinating partners, research, and capacity support.

Contribute to systemic change through regional influencing, advocacy, and cross-country learning that centres rights-based, locally led approaches.

**DIMENSIONS of the Role:**

***Strategic Leadership and Influence:*** The role is responsible for developing and implementing strategies and frameworks that shape programming and policy – through feminist influencing and GEDSI integration in natural resource governance and climate resilience.

***External Engagement and Representation:*** Significant external-facing responsibilities, including engaging governments, regional partners, civil society, donors, and regional and global networks to influence narratives, policy, and practice.

***Technical Expertise and Advisory Support:*** The role serves as senior technical specialist – on feminist policy influencing and intersectional analysis and on GEDSI integration in programming – advising internal teams and partners across multiple countries.

***Capacity Strengthening and Technical Support:*** Provides targeted capacity development to Oxfam teams and partners across multiple countries, equipping them with tools, knowledge, and confidence to apply inclusive, rights-based approaches to water governance and climate resilience. Supports practical integration of GEDSI principles through mentoring, training, and co-design of context-relevant action plans.

### **Key Responsibilities:**

**Technical Leadership**

* Provide high-level technical advice on gender equality, disability, and social inclusion (GEDSI).
* Lead, review, and oversee the implementation of the program’s GEDSI Strategic Framework to ensure women’s leadership, prioritising Indigenous Women, women with disabilities, and diverse groups across the program.
* Lead feminist influencing strategies across multi-country climate and natural resource governance initiatives.
* Co-design and coordinate implementation of the regional GEDSI action plan, ensuring alignment with Oxfam’s feminist principles, strategic frameworks, and program goals.
* Monitor and support the integration of inclusive practices across the project lifecycle, including research, MEAL, and communications, ensuring the visibility of marginalized voices.

**Capacity Development**

* Build and strengthen the capacity of Oxfam teams, partners, women led network, and stakeholders through tailored tools, mentoring, and inclusive training across diverse cultural, political, and institutional contexts.
* Facilitate learning exchanges, regional workshops, and peer-to-peer support models to embed intersectional GEDSI and feminist approaches into partner organizations and local governance processes.
* Support the development of partner-led, context-specific methodologies for GEDSI integration in climate resilience, enabling long-term ownership and leadership.
* Provide coaching and technical backstopping to country teams and partners to operationalize policy commitments on gender, disability, and social inclusion.
* Convene, facilitate and resource ad-hoc and on-going working groups for knowledge exchange, strategic alignment, and joint action on GEDSI, feminist influencing, and inclusive water governance and climate resilience across the region.

**Influencing and Representation**

* Lead and coordinate regional advocacy efforts, influencing policies and practices at local, national, and international levels through alliances, research, and evidence-based approaches.
* Represent Oxfam in high-level forums, building partnerships and strategic collaborations with civil society, governments, donors, and multilateral actors.
* Research, develop and present analytical reports, research papers, briefing notes, background papers, summaries, and knowledge products on women’s leadership and participation in water governance and climate resilience.
* Maintain ongoing analysis of the external environment as it relates to gender, disability inclusion, the civil society sector, and political, economic and social environment. People and Partnership Management
* Provide oversight and coordination across staff, partners, and consultants to ensure coherent, accountable delivery of feminist influencing and GEDSI initiatives.
* Facilitate collaboration and knowledge exchange across Oxfam and partner networks to strengthen impact and consistency in intersectional programming.

### **Job Requirements**

**ESSENTIAL**

* **Self-Awareness**
* **Influencing**
* **Enabling**

**Qualifications:** Advanced degree in gender studies, social sciences, international development, or a related field, with at least 8–10 years of progressively responsible experience in gender equality, disability and social inclusion (GEDSI), feminist policy influencing, or rights-based programming designing and implementing programmes and advocating for women’s leadership and participation—preferably in climate resilience, water governance, or related sectors across the Mekong Sub-Region.

**Strategic Thinking and Judgment** – Proven ability to apply intersectional analysis and feminist principles to develop and implement regional strategies on GEDSI and climate justice within complex, multi-country contexts.

**Influencing** – Excellent knowledge of women’s leadership and participation with demonstrated success in building strategic alliances and leveraging evidence to influence policy, discourse, and decision-making at national, regional, and global levels.

**Capacity Development** – Extensive experience designing and delivering inclusive capacity-strengthening initiatives with partners and internal teams, including mentoring, training, and co-creation of tools and methodologies.

**Collaboration and Relationship Building** – Strong interpersonal skills and a proven ability to work across diverse multi-cultural teams, countries, and sectors to ensure shared learning, alignment, and collective impact.

**Self-Awareness and Accountability** – Actively practices inclusive leadership, reflects critically on power and privilege, and consistently upholds feminist and rights-based values in professional relationships and decision-making.

**Fluency in a Mekong language** and a high level of competency in written and spoken English, with the ability to communicate complex ideas clearly and adapt messaging for diverse audiences, including partners, policymakers, and communities.

### **How to apply**

Please upload an up-to-date CV and a cover letter, clearly explaining your **suitability against the essential criteria in the job profile through the website:**

<https://jobs.oxfamnovib.nl/job-invite/14103/>

**Kindly note that only shortlisted candidates will be contacted- usually within 2 weeks of the closing date.**

### **About us**

Oxfam is a global movement of people working together to end the injustice of poverty.

That means we tackle the inequality that keeps people poor. Together we save, protect and rebuild lives. When disaster strikes, we help people build better lives for themselves, and for others. We take on issues like land rights, climate change and discrimination against women. And we won’t stop until every person on the planet can enjoy life free from poverty.

We are an international confederation of 20 organizations (affiliates) plus the Oxfam International Secretariat, working together with partners and local communities in the areas of humanitarian, development and campaigning, in more than 90 countries.

All our work is led by our core [values](https://www.oxfam.org/en/what-we-do/about/what-we-believe): Empowerment, Accountability, Inclusiveness, Courage, Solidarity and Equality.

### **Our commitment to safeguarding**

***Oxfam is committed to preventing any type of unwanted behavior at work including sexual harassment, exploitation and abuse, lack of integrity and financial misconduct; and committed to promoting the welfare of children, young people and adults. Oxfam expects all staff and volunteers to share this commitment through our code of conduct. We place a high priority on ensuring that only those who share and demonstrate our values are recruited to work for us.***

***Note:*** All offers of employment will be subject to satisfactory references and may be subject to appropriate screening checks, which can include criminal records and terrorism finance checks. Oxfam International Secretariat also participates in the [Inter Agency Misconduct Disclosure Scheme](https://www.schr.info/the-misconduct-disclosure-scheme).  In line with this Scheme, if a job applicant has been employed by another member of the scheme, we will request information from that organization about any findings of sexual exploitation, sexual abuse and/or sexual harassment during employment, or incidents under investigation when the applicant left employment. By submitting an application, the job applicant confirms his/her understanding of these recruitment procedures.