Gender at Work Early Career Consultants Training Program in Gender, Inclusion, Disability and Organizations

Gender at Work and its partners are offering a 16-month training program for early career consultants in Africa. The program will focus on skills and knowledge for working with organizations to improve gender equality, disability and inclusion outcomes.

Gender at Work (G@W) has worked with more than a hundred organizations over its 20-year history helping them improve their work on gender equality. Over this time G@W has developed approaches to learning and change that have resulted in strong gender equality outcomes.

Currently, G@W is working with our partners, Ladysmith to support research teams within the IDRC and FCDO Artificial Intelligence for Development program (AI4D).

The program will accept 3 early career consultants for a 16 month year program beginning in August 2025. There will be a stipend of 3,200 CAD. It is anticipated that participants will spend approximately 8 days, spread over each year in various program activities.

The program would give participants the opportunity to learn not only about the G@W approaches to learning and change but the methods used by Ladysmith as well.

The program will be almost entirely online. There may be an opportunity for some face to face work.

What does the program look like?

The program will have three threads:

1. Accompanying one or more of our consultants as they work with research teams.
2. Reading about learning, change, gender and AI.
3. Participating in a regular reflection group with a senior G@W associate.

Who is eligible?

Early career consultants with a background in gender and inclusion studies who demonstrate:

1. Experience as a facilitator.
2. A willingness to learn about artificial intelligence and development.
3. A willingness to challenge one's own assumptions to reflect and learn from diverse perspectives.
4. Residence in Africa
5. Proficiency in English. The ability to also work in French is desirable but not essential. (We intend to offer a French program in the future)

How to apply

Send an email to davidkelleherca@gmail.com stating why you would like to participate in the program, describe how you would apply what you learned in your future work, and share an example on how you have dealt with change in the past . Attach a short (2 page) CV. Applications must be received by July 1, 2025.

Questions: Contact David Kelleher at davidkelleherca@gmail.com



