

Deputy Team Leader, GEDSI and Safeguarding Lead

Rights, Inclusion, Voice and Agency (RIVA) programme in Nepal

Title of Role: Deputy Team Leader, GEDSI and Safeguarding Lead

Programme: Rights, Inclusion, Voice and Agency (RIVA)

Start Date: 05/01/2026

Contract Duration: 2 years¹ (with 3 months' probation)

Daily Rate/ Salary: to be agreed, depending on experience.

Place of work: Kathmandu, Nepal, with national travel

Type of contract: 80% Full-time Equivalent

1. About the Programme

The UK Foreign, Commonwealth and Development Office ("FCDO") awarded Social Development Direct (SDDirect) a Call Down contract for design, delivery, and management of one component (a Grant Management and Technical Assistance Facility) of British Embassy Kathmandu's (BEKs) RIVA (Rights, Inclusion, Voice and Agency) in Nepal Programme. The programme started in June 2025, with a six-month inception phase ending in December 2025.

The programme is implemented in partnership with Plan International UK (operating through Plan International Nepal who are responsible for the delivery of a Catalytic Grant Facility and Monitoring Evaluation Research and Learning, MERL).

RIVA is a 3.5-year programme that will empower women, girls, and excluded groups in Nepal to understand and claim their Rights individually and collectively, participate in Inclusive policymaking and implementation, and have a stronger Voice and Agency at both national and local levels to advance Gender Equality, Disability and Social Inclusion (GEDSI). RIVA aims to strengthen the capacities of diverse and intersecting Women Rights Organisations (WROs) and Civil Society Organisation's (CSOs) through the provision of flexible, multi-year funding and catalytic enabling grants. It also aims to foster an enabling environment in Nepal, increasing collectivisation and exchange between organisations to support movement building and social norm change across BEK priority provinces. RIVA will provide strategic demand-led TA to mainstream GEDSI effectively across BEK's portfolio and bring about GEDSI transformative initiatives.

The interconnected core components of RIVA are:

Component A: Support to WROs and feminist movement building for social norms change (Hamro Sahas implemented through UN Women)

Component B: Catalytic Grant Management and Technical Assistance Facility (led by SDDirect)

¹ Duration of the role is subject to FCDO confirmation of funding on a yearly basis. The contract for this role will be contain break clauses, in line with FCDO's contract with the consortium.

Component C: Programme Funded Post (PFP) - UKB Social Development Advisor (SDA)

The programme is at the end of Inception phase. The role will start at the beginning of Implementation and would be expected to be in place until the end of the programme, March 2028.

About the Team

The core team is small and includes the Team Leader (TL), the Deputy Team Leader (DTL)/GEDSI & Safeguarding Lead, the MERL Lead, a Grants and Finance Lead based in Nepal, and a Project Manager and Project Director based in the UK. The Project Director sits on the RIVA Programme Board with BEK and Plan International Representatives. A roster of technical specialists, national and international, support delivery on the TA Facility.

Implementation starts in January 2026 for 24 months. Overall performance will be reviewed quarterly (every 3 months) using Key Performance Indicators (KPIs) for contract management and adherence to the Terms of Reference (ToR) on achieving the outputs and outcomes. The implementation phase will be followed by a 3-month Closure and Learning Phase – following delivery of programme results by 2027/28 – to responsibly close-down and exit the programme. Further details of the programme can be found in Annex 2 Terms of Reference – RIVA.

During inception a number of key deliverables are to be completed, including a TA manual and mapping, a Grants Manual and supporting tools, a concept note for a GEDSI Advisory Board, a GEDSI and safeguarding strategy (based on a GEDSI-aware political economy analysis), a MERL strategy and supporting logframe and theory of change, a value for money paper, a risk register and exit plan. TA delivery also started during inception as a result of postponing the launch of the grants until after elections in 2026. An inception report will also be available.

2. About the role

This role will have a dual responsibility as the DTL and GEDSI and Safeguarding Lead. The role is 80% (FTE).

The DTL will provide **strategic technical leadership and oversight** for the successful delivery of this high-profile FCDO initiative alongside the TL. The DTL will be the primary national technical expert for the programme, providing expert advice on rights-based, inclusive approaches and holding **overall responsibility for GEDSI and Safeguarding** within the programme. This dual role is crucial for ensuring transformative change by mainstreaming GEDSI and safeguarding across all programme activities, in line with RIVA's GEDSI and

Safeguarding strategies, while also **sharing executive leadership** responsibilities. The DTL will also be responsible for **supporting the ongoing Gender, Inclusion, Power and Politics (GIPP) analysis of the programme**, and using the findings to strategy test and adapt delivery as and when needed.

The DTL will also support the management of the TA Facility, including providing quality assurance on requests and TA delivery, and leading some of the TA themselves.

Main Duties and Responsibilities

1. Leadership and Programme Management

- Support the TL in managing the programme at the country level, using Feminist Leadership Principles.
- Share executive decision-making responsibilities with the TL as agreed, ensuring programme continuity and effectiveness.
- Represent the programme in high-level meetings with FCDO/BEK, government stakeholders, and partners when required, particularly on technical aspects of programme delivery.
- Contribute to strategic planning and adaptive management of the programme, integrating GEDSI and Safeguarding considerations into all aspects of implementation.
- Identify and seize opportunities for programme innovation based on the ongoing GIPP analysis and emerging learning from implementation.
- Develop and maintain effective relationships with key stakeholders, particularly those focusing on GEDSI and Safeguarding.

2. GEDSI Technical Leadership

- Co-Lead implementation of the GIPP analysis that informs programme strategy, activities, and risk management.
- Oversee implementation of the programme's GEDSI and Safeguarding Strategies and ensure core team has capacity to deliver on their objectives.
- Deliver, when needed and skills match ToR, GEDSI & safeguarding TA.
- Build and maintain strategic partnerships with rights-based CSOs and representatives of marginalised groups, especially WROs, organisations of persons with disabilities (OPDs), girls' and youth groups, LGBTQI+ organisations, and social movements representing marginalised and excluded communities and ethnic minorities and support the undertaking of CSO capacity assessments (of the grantee partners).
- Support the launch and implementation of the Grants Facility – co-leading awareness raising sessions, disseminating information to networks and contacts and sitting on the selection panel.

3. Safeguarding and Inclusion Leadership

- Lead the implementation of the programme's Safeguarding Policy and procedures, aligned with FCDO requirements and international standards.
- Act as the Safeguarding Focal Person, establishing and managing effective systems for confidential reporting and case management.
- Conduct regular safeguarding risk assessments and implement risk mitigation strategies across all programme activities.
- Design and deliver capacity building initiatives on safeguarding and GEDSI for programme staff, partners, and grantees.

4. Knowledge Management and MERL

- Contribute to the implementation of the programme's knowledge management and MERL systems and frameworks from a GEDSI perspective.
- Document and disseminate learning and best practices related to GEDSI and Safeguarding approaches and outcomes.
- Lead reflection processes that capture lessons on effective GEDSI integration and safeguarding.
- Facilitate cross-organisational learning on GEDSI approaches between SDDirect, Plan International, implementing partners, and other stakeholders.

Any other tasks as assigned by the TL in accordance with organisational mandate and priority.

Reporting lines and ways of working

Direct Line Manager: RIVA TL

Budget Accountability: 0

Number of direct reports: 0

External relationships and representation: SDDirect (consortium lead), Plan International Nepal, BEK, FCDO, Government of Nepal, CSOs, Members of the GEDSI Advisory Board

- The DTL will be entitled to a laptop to be provided by SDDirect for the duration of the contract.
- The DTL/GEDSI Lead is not expected to work from the office for any determinate amount of time. However, in an effort to build a cohesive and multidisciplinary team, Plan International UK and Plan International Nepal (PIN) has made desk space available to the TL and DTL at the PIN office in Lalitpur, in fulfilment of their roles on the RIVA programme. The intention is for the DTL to maintain a hybrid work pattern which includes a mix of working from home and working from the office to help build relationships with PIN colleagues.

Person Specification

Essential:

- Bachelor's degree in gender studies, human rights, international development, social sciences, or a related field.
- Substantial experience (7+ years) in senior technical roles focused on gender equality, social inclusion, and rights-based approaches in international development contexts.
- Demonstrated leadership experience (4+ years) in programme management, preferably in FCDO-funded programmes or similar complex donor initiatives.
- Proven expertise in conducting GEDSI analysis and translating findings into programmatic strategies and actions.
- Strong understanding of the social, cultural, and political context in Nepal, particularly regarding gender dynamics and issues affecting marginalised communities.
- Demonstrated experience working effectively with diverse groups, including women with disabilities, LGBTIQ+ communities, marginalised caste and ethnic groups.
- Excellent facilitation and capacity strengthening skills, with the ability to communicate complex GEDSI concepts to diverse audiences.
- Knowledge of safeguarding principles and practices, with experience establishing effective systems for prevention and response.
- Fluent in both English and Nepali; fluency in other local languages welcomed.
- Proficient in computer skills and use of relevant software and other applications (e.g. word processing, spreadsheet, database, internet).
- Strong analytical and strategic thinking skills, with the ability to identify entry points for transformative change.
- Demonstrated ability to implement programmes with rigorous timelines and deliverables and to track programme quality.

3. How to Apply

If you are interested in joining our dynamic team, please refer to the Person Specification and submit your tailored CV alongside a short paragraph outlining why you are a good fit for the role to careers@sddirect.org.uk. **The deadline for applying is Sunday, 7th of December 2025.** Due to the high volume of applications, we are only able to respond to shortlisted candidates.

References:

Please note that all job offers will be subject to satisfactory references and checks (criminal record and anti-terrorism funding check). SDDirect will ask previous organisations/ Line Managers to provide references on any findings of sexual exploitation, sexual abuse, and/or sexual harassment, as well as fraud and corruption, during employment, or incidents under investigation at the time of the candidate's departure from employment.

Our Selection Process:

SDDirect's organisational vision is a just and equal world founded on GEDSI. Our mission is to provide excellence in social development to support policies, laws, social norms and institutions that advance social, economic and political justice for all. We are committed to creating a safe, diverse, and inclusive workplace and welcome people from underrepresented groups to apply.

The selection process for this recruitment will include screening of CVs, two interviews: one competency-based interview with Team Lead and Project Director; one interview with the Project Manager (PM). Interviews will be conducted remotely through Microsoft Teams. For those who are invited to interview, we may process information about whether or not applicants have a disability or impairment so we can make adjustments during the recruitment process and implement the Disability Confident scheme. Our PM will ask you to confirm that you have read our privacy notice and consent to providing this information before doing so. Our full privacy notice can be read on our careers page here: [Privacy Notice for applicants | Social Development Direct \(sddirect.org.uk\)](#).

About SDDirect

SDDirect provides high-quality, innovative social development expertise to civil society, the private sector, multilaterals and governments. We work with partners to achieve sustainable impact in GEDSI and to advance policies, laws, social norms and institutions that work for everyone.

In 2020, Plan International UK acquired SDDirect as a social impact investment. As part of the Plan International family, we have joined forces with a development and humanitarian organisation that advances children's rights and equality for girls across the world. All SDDirect's profits are donated to Plan International UK, making us a Private Sector Social Enterprise. Read more about us and our work at: www.sddirect.org.uk