



Exciting career opportunity



#Thrive with us and #Come as you are

Gender, Equity & Inclusion Manager

KPMG is a global network of professional services firms providing Audit, Tax and Advisory services. Our purpose is to inspire confidence and empower change. We have a notable Africa Footprint serving clients across the continent. Our East Africa practice comprises Kenya, Uganda, Tanzania, and Rwanda.

The Nairobi office serves as the regional coordinating office providing the required networking to facilitate delivery of services on a timely basis to meet and exceed our clients' expectations.

Position Summary

KPMG International Development Advisory Services (IDAS) wishes to recruit a Manager who will be supporting our growing portfolio of gender equity and social inclusion projects and pursuits. The candidate will work closely with the clients, subject matter experts, trainers, technical assistance providers, and other internal and external stakeholders to deliver high-quality services and achieve the desired outcomes.

Key roles and responsibilities

- Provide technical leadership and support in the integration of gender equity and inclusion (GEI) into IDAS projects.
- Lead development of, and support IDAS teams to implement and monitor integration of the GEI strategy across projects.
- Collaborate with project managers, technical leads, and partners to review and ensure integration of GEI in projects and proposals.
- Provide input into project deliverables including reviewing and/or writing the GEI sections of work plans, project MEL plans, and reports.
- Lead in the delivery of evidence-based technical advice to support mainstreaming of GEI throughout the project life cycles including design, implementation, and monitoring, evaluation, and learning (MEL).
- Lead research and analysis, maintain progress trackers and databases, and contribute to reporting and capacity building activities.
- Support project start-up and planning, attend staff meetings, and provide input into project deliverables including reviewing and/or writing the GEI sections of annual workplans, project MEL plan, quarterly reports, and annual reports.
- Design and facilitate GEI training modules for project staff, partners, and stakeholders.
- Support generation of new business through development of concept notes and proposals.
- Any other tasks that will be assigned to you.

Academic/Professional qualifications and Experience:

- A master's degree (preferred), or at least bachelor's degree in gender, social work, development studies, social sciences, or related field.
- Minimum 8 years of experience in the international development sector with at least 4 on GEI

Personal attributes:

- Good communication (written and verbal) and presentation skills.
- Strong analytical and problem-solving skills with a track record of delivering successful outcomes
- IT proficiency, especially Microsoft Office
- An eye for detail
- Team player with leadership capability
- Excellent coordination and planning skills
- Multicultural skills to operate across diverse African jurisdictions.
- Ability to travel domestically and internationally as required.
- Resilience, tenacity, and the ability to handle difficult client conversations.
- Ability to multitask, flexibility, open-mindedness, and quick decision-making skills
- Unquestionable integrity.

We offer:

- An exciting opportunity to work with a Big 4 firm on cutting edge clients across Africa.
- Continuous learning and development.
- Exposure to multi-disciplinary client service teams.
- Unrivalled space to grow and be innovative.
- Opportunity for international travel.

If your career aspirations match this exciting opportunity, please use the link below to apply:

[Gender, Equity & Inclusion Manager – Candidate's Summary](#). Filling the link is mandatory for consideration alongside your application to dasrecruit@kpmg.co.ke quoting 'Gender, Equity & Inclusion Manager- IDAS' by 14 April 2025.

Please note that only shortlisted candidates will be contacted.