**Gender at Work Junior Consultants Training Program in Gender and Organizations**

[Gender at Work](https://genderatwork.org/) and its partners are offering a two-year training program for junior consultants in selected African countries. The program will focus on skills and knowledge for working with organizations to improve gender equality 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 has resulted in strong gender outcomes.

Currently, G@W is working with our partners, [Ladysmith](https://ladysmithcollective.com/) and [Women at the Table](https://ch.linkedin.com/company/women-at-the-table) to support research teams within the IDRC [Artificial Intelligence for Development program](https://africa.ai4d.ai/) (AI4D). These research programs are located in Kenya, South Africa, Ghana, Senegal, Uganda, Ethiopia, Tanzania, Burkina Faso and Nigeria. As the AI4D program is the context for the training program, we are looking for program participants from those countries.

The program will accept 3 junior consultants for a 2-year program beginning early in 2023. There will be a stipend of 2,500CAD per year. It is anticipated that participants will spend approximately 5 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 Women at the Table and Ladysmith as well.

**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?**

Junior consultants, or recent graduates, with a background in gender studies who demonstrate:

1. Experience as a facilitator.
2. A willingness to learn about artificial intelligence and development.
3. Residence in one of the countries where AI4D projects are located.
4. 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](mailto:davidkelleherca@gmail.com) stating why you would like to participate in the program and describe how you would apply what you learned in your future work. Attach a short (2 page) CV. Applications must be received by January 9, 2023.

**Questions**: Contact David Kelleher at [davidkelleherca@gmail.com](mailto:davidkelleherca@gmail.com)

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