

Terms of Reference

GESI Specialist

For a potential development project in the Marrakech Safi region, we are seeking qualified candidates with this profile :

Scope of Work and Responsibilities

- Lead the development and implementation for ISED-MS of evidence-based gender equity and social inclusion analysis and the accompanying action plan
- Conduct training sessions and refresher workshops for activity project staff and partner staff on GESI principles and how to integrate these into project activities
- Ensure that activities are designed and implemented in accordance with action plans and support gender, inclusion integration and PwD throughout the project
- Work with the MEL team in the development, application, and monitoring of gender and inclusion indicators and the consistent use of sex disaggregation in reporting to measure gender- and inclusion-related impacts and outcomes
- Ensure the effective implementation of the project's Gender and Inclusion strategies, including monitoring, assessing, and reporting on the implementation of the Gender Action Plan, in order to ensure compliance in all programming, planning, training, and activities
- Help facilitate a culture of Collaborating, Learning and Adapting (CLA)
- Review and assess effectiveness of gender and inclusion mainstreaming in the project's policies and in activities through reports, field visits, and surveys
- Work with the Communications Officer to integrate gender and inclusion content into communication materials, including "success stories" for Quarterly and Annual Technical progress reports for donor submission
- Represent the project at relevant conferences, stakeholder, and donor meetings as appropriate

Qualifications:

- Master's degree in Gender Studies, Education, Social Science, Development Studies, or relevant discipline
- Minimum 8 years of working experience in GESI
- Knowledge of gender and other social inclusion considerations (constraints and opportunities) in education in Bangladesh and main actors in the education sector strongly preferred
- Previous experience with USAID-funded programs implementing gender and socially inclusive approaches and tools preferred
- Demonstrated experience advising on gender- and inclusion monitoring, evaluation, and learning activities
- Sensitive to issues affecting women, PwD, children and committed to the values, mission and principles of saving them
- Experience working as a member of a team, and in providing technical support across multiple teams
- Excellent facilitation skills
- Demonstrated skills in capacity building for government, CSOs/ CBOs, and communities
- Experience working effectively with government officials, non-government partners, and USAID and/or other donors