



Issued on: 11 October 2017

Deadline For Application: 25 October 2017

ROSTER: GENDER TEAM CONSULTANTS

TYPE OF CONTRACT: Consultant or PSA

JOB TITLE: Gender Mainstreaming Specialist **Levels B and C**

DUTY STATION: Various

ORGANIZATIONAL UNIT: ESP/SOCIAL POLICIES AND RURAL INSTITUTIONS

DURATION: Up to 11 months on a WAE basis

FAO seeks gender, geographical and linguistic diversity in its staff and international consultants in order to best serve FAO Members in all regions.

Qualified female applicants and qualified nationals of non-and under-represented member countries are encouraged to apply.

Persons with disabilities are equally encouraged to apply.

All applications will be treated with the strictest confidence.

Organizational Setting

The Social Policies and Rural Institutions Division (ESP) coordinates FAO's work on gender equality and women's empowerment, social protection, decent rural employment, rural institutions and people's empowerment, and the right to food. This division is responsible for working with member countries and other partners to reduce gender gaps and other social inequalities in agriculture, strengthen social protection systems, diversify rural employment opportunities and strengthen producer organizations. The division also focuses on improving rural women and men's access to productive resources and rural services.

FAO International Consultants and Call purpose

The Organization frequently engages experts to work on short-term projects as international consultants. An international consultant is engaged by the Organization to provide expertise, skills or knowledge for the performance of a specific task or piece of work, which would be short-term by nature. The assignment may involve full-time or part-time functions similar to those of staff members. The assignment can be from 1 month up to 11 months. The possibility of extension is subject to satisfactory performance and depending on the resources and needs of the Organization.

The objective of the Call is to attract suitable individuals to undertake B or C level consultancies in the area of gender equality and women's empowerment. Individuals meeting or exceeding the requirements of the Call will be included in the Divisional Roster. Experts who are registered in the Roster are available for consideration whenever relevant opportunities arise related to gender equality and women's empowerment.

The purpose of this call is to attract talents with relevant experience and background to populate the rosters.

Reporting Lines

The consultant reports to ESP's Gender Team Leaders.

Technical Focus

The incumbent(s) will contribute to ensuring that gender equality and women's empowerment is well mainstreamed in FAO's work. Specifically, the incumbent(s) will ensure that FAO's gender equality objectives are well understood throughout the organization, and that activities are implemented in a consistent, efficient and effective way at all levels (country, sub-regional, regional and at headquarters). In addition the consultant(s) will support capacity development activities at headquarters and in decentralized offices, and monitor and report periodically on achievements related to the objectives of FAO's Gender Equality Policy and the UN System-wide Action Plan on Gender Equality and Women's Empowerment (UN SWAP).

Tasks and responsibilities for level B

- Prepare and consolidate periodic reports on the achievements towards FAO's Gender Equality Policy and the UN System-Wide Action Plan on Gender Equality and Women's Empowerment (UN SWAP);
- Support different units within FAO to achieve and maintain the performance standards of the UN SWAP and the Gender Equality Policy, including gender-sensitive indicators, gender markers, sex-disaggregated data, amongst others;
- Establish and maintain strong collaboration between the gender team and strategic planning, budgeting, monitoring and reporting units, including the identification of indicators and other measures that allow reporting of gender-related results;
- Provide technical, capacity development and mentoring support to the members of the Gender Focal Point Network, in decentralized and headquarter units, including field visits for technical backstopping of gender-related activities;
- Organize regular meetings, learning events, webinars, newsletters, update and maintain the knowledge portal.
- Perform other related duties as required.

Tasks and responsibilities for level C

- Contribute to the preparation of periodic reports on the achievements towards FAO's Gender Equality Policy and the UN System-Wide Action Plan on Gender Equality and Women's Empowerment (UN SWAP);
- Act as focal point for different technical units at headquarters and in the regions to ensure that gender equality and women's empowerment issues are addressed and provide technical inputs as needed;
- Contribute to the preparation of clear and concise technical reports, website updates, and other publications as needed;
- Liaise with FAO departments, strategic programme teams, and decentralized offices and partners to mainstream gender in programmes and projects;
- Contribute to the organization of meetings, training events and seminars and prepare necessary background material;
- Perform any other related duties, as required.

CANDIDATES WILL BE ASSESSED AGAINST THE FOLLOWING

Minimum Requirements

- Advanced university degree in social sciences, rural sociology, organizational development, social anthropology, rural development or other relevant disciplines;
- A minimum of five years for Level B and two years for Level C of relevant experience in analysing and integrating gender dimensions in organizations' policies and programmes, particularly in the context of agriculture, rural development, food security and nutrition;
- Extent of knowledge and expertise of mainstreaming gender equality and women's empowerment concepts and approaches;
- Experience and knowledge of capacity development programmes and tools;
- Working knowledge of English and limited knowledge of one of the other official languages of the organization (French, Spanish, Arabic, Chinese, or Russian).

FAO Core Competencies

- Results Focus
- Teamwork
- Communication
- Building Effective Relationships
- Knowledge Sharing and Continuous Improvement

Technical /Functional Skills

ESP is looking for gender experts who are able to cover one or more of the following technical fields:

- Approaches on gender mainstreaming in organizations' policies and programmes;
- Design and use of monitoring and reporting tools to capture gender-related work;
- Integration of gender dimensions in food security and nutrition policies and programmes;
- Coordination of networks, collaboration within the organization and interagency collaboration;
- Capacity development and mentorship;
- Excellent writing and communication skills.

Please note that all candidates should adhere to *FAO Values of Commitment to FAO, Respect for All and Integrity and Transparency*.

ADDITIONAL INFORMATION

- FAO does not charge a fee at any stage of the recruitment process (application, interview meeting, processing).
- Incomplete applications will not be considered. If you need help, or have queries, please contact: iRecruitment@fao.org
- Applications received after the closing date will not be accepted.
- Only language proficiency certificates from UN accredited external providers and/or FAO language official examinations (LPE, ILE, LRT) will be accepted as proof of the level of knowledge of languages indicated in the online applications.
- For other issues, visit the FAO employment website: <http://www.fao.org/employment/home/en/>

HOW TO APPLY

To apply, visit the iRecruitment website at <http://www.fao.org/employment/irecruitment-access/en/> and complete your online profile. Only applications received through iRecruitment will be considered.

Candidates are requested to attach a letter of motivation to the online profile.

Vacancies will be removed from iRecruitment at 23:59 Central European Time (CET) on the deadline for applications date. We encourage applicants to submit the application well before the deadline date.

If you need help, or have queries, please contact: iRecruitment@fao.org

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