



Issued on: 11 October 2017

Deadline For Application: 25 October 2017

**ROSTER:** GENDER TEAM CONSULTANTS

**TYPE OF CONTRACT:** Consultant or PSA

**JOB TITLE:** Gender Equality and Women's Empowerment 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

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*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.**

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### 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 the implementation of FAO's Strategic Framework and the Gender Equality Policy which aims to achieve equality between women and men in sustainable agricultural production and rural development for the elimination of hunger and poverty. Specifically, the incumbent(s) will address aspects such as: Equal participation and decision-making in rural institutions and organizations; equal access to and control over land and other productive resources; access to services, markets, employment and income opportunities, social protection; mitigation and adaptation to climate change; availability of sex-disaggregated data; and reduction of rural women's work burden.

### Tasks and responsibilities for level B

- Undertake policy analysis and research on effective ways to address gender inequalities and promote women's empowerment in agriculture, and food security and nutrition;
- Support governments to formulate and implement gender-sensitive agriculture, rural development, and food security and nutrition policies and programmes;
- Produce knowledge products and capacity development materials, and implement learning events to enhance the skills of FAO staff and Member States;
- Organize and prepare international meetings, workshops, learning events, and policy dialogues to influence global debates;
- Collaborate and provide technical support to FAO departments, strategic programme teams, and decentralized offices and partners on gender equality and women's empowerment;
- Coordinate and provide oversight over multi-stakeholder partnerships, field programmes and projects;
- Perform any other related duties, as required.

## Tasks and Responsibilities for level C

- Support governments to formulate and implement gender-sensitive agriculture and food security and nutrition policies and programmes;
  - Support the production of knowledge products and capacity development materials to enhance the skills of FAO staff and member states on rural gender issues;
  - Participate in field missions and provide technical backstopping;
  - Contribute to the preparation of clear and concise technical reports, website updates, and other publications;
  - Provide support to FAO departments, strategic programme teams, decentralized offices and partners on gender equality and women's empowerment;
  - Contribute to the incorporation of rural gender equality issues into FAO's programme of work;
  - Perform any other related duties, as required.
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## CANDIDATES WILL BE ASSESSED AGAINST THE FOLLOWING

### Minimum Requirements

- Advanced university degree in social sciences, rural sociology, agriculture economics, 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 into policy and programme formulation and implementation, particularly in the context of agriculture, rural development, food security and nutrition
- Extent of knowledge and expertise of 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:

- Sustainable value chains, equitable agricultural investments, agribusiness and women's entrepreneurship;
- Equitable rural advisory services, extension and financial services;
- Women's leadership and participation in rural institutions and producer organizations;
- Innovative technologies to reduce women's work burden;
- Women's access to decent employment opportunities and social protection systems;
- Women's access to and control over land, and natural resources, such as forestry, fisheries, livestock, and water;
- Gender-sensitive measures for adaptation and mitigation of climate change impacts;
- Collection and analysis of sex-disaggregated data to monitor women's empowerment;
- Gender-sensitive approaches for disaster risk reduction and resilience building;
- Design and implementation of gender-sensitive agriculture and FSN policies and programmes.

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

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## **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](mailto: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/>
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## **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](mailto:iRecruitment@fao.org)

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