

TERMS OF REFERENCE

Gender Specialist

Background

The Forest Carbon Partnership Facility (FCPF) was launched in 2007 as a result of strong interest of developing countries in REDD, and a clear demand from both industrialized and developing country governments for a mechanism that would help forested countries reduce emissions from deforestation and forest degradation and conduct demonstration activities to show how REDD could be implemented. The Facility has since become a global partnership of governments, businesses, civil society and indigenous peoples (IPs), with its main focus being laying the ground for future REDD+ activities, and piloting performance-based payment systems.

In this regard, FCPF has chosen MPIDO to implement a project aimed at strengthening the knowledge of the targeted forest-dependent indigenous peoples of REDD+ readiness at the National level and the knowledge exchange at the regional level. MPIDO was selected as an implementing organization based on its capacity to implement project activities and its credibility at the regional level to address issues related to forestry, climate change and REDD+. The project is implemented between June 2016 and June 2018 with FCPF funding.

It is in this context, MPIDO seeks a qualified person to act as a Gender Specialist under the following terms:

1.	<i>Position Title and Location:</i>	Gender Specialist Flexible location of service with travel as required to the MPIDO offices in Karen, Nairobi.
2.	<i>Reporting Lines</i>	The Gender Specialist will report to the Program Coordinator
3.	<i>Outline of the scope of work for the position</i>	<p>The Gender Specialist Shall:</p> <p>Undertake gender mainstreaming in all aspects of the project in relation to all stakeholders, the wider IP organizations community in project-participating countries, the World Bank, REDD+ partners and donors as needed with project related information, knowledge products, consultation and announcements.</p> <p>Monitor gender related concerns in the assessment and review of applications for sub grants and the implementation at regional and national levels.</p> <p>Review generated knowledge materials developed to ensure gender aspects are captured adequately.</p>
4.	<i>Detailed description of duties and tasks</i>	<ol style="list-style-type: none">1. Develop a gender mainstreaming strategy for the project implementation plan for the duration of the project.2. Compiles a list of relevant gender training and education materials on REDD+ and update/adjust existing ones for the purpose of the project.3. Attends national, regional and international meetings as relevant and as required provide lead in gender related roles.4. Writes quarterly progress reports that include quantitative and

		<p>qualitative evaluation of progress, achievements, risks, challenges, best practiced and lessons learned in relation to gender mainstreaming. In addition he/she will develop knowledge briefs.</p> <ol style="list-style-type: none"> 5. Develop and maintain a monitoring tool for gender mainstreaming in all the project activities. 6. Provide liaison for women-led organizations across the region for gender needs assessment and lessons learning. 7. Develop a database of women led organizations in the region and support resource mobilization initiatives for the organizations. 8. Analyze the constraints affecting women in regards to their participation in REDD+ processes and develop a plan to address the constraints while capturing women sensitive issues in the national REDD+ processes. 9. Identify good practices in gender related concerns for the project to replicate and share 10. Liaise with national governments on gender relations with the project implementation and beyond.
5.	<i>Deliverables Expected</i>	<ol style="list-style-type: none"> 1. A gender mainstreaming strategy for use by the project implementers at both the regional and national levels. 2. A gender training toolkit for REDD+. 3. An database of existing gender related educational and training material on REDD+ 4. Quarterly reports on gender mainstreaming. 5. A gender monitoring tool for the project 6. Develop Knowledge Management products and lesson learning and sharing tools sensitive to women issues for the project. 7. Facilitate gender sessions in workshops and meetings
6	<i>Qualifications</i>	<p>The candidate shall meet the following minimum requirements:</p> <ul style="list-style-type: none"> • A university degree, preferably in development studies, journalism, public relations or other related field or a higher diploma with a relevant combination of professional training and work experience. • A minimum of 5 years of progressively responsible experience in gender related development, journalism, public or international relations. • Demonstrated experience in consultancy work on gender related assignments. • Demonstrated experience in working with gender work. • Excellent English language skills. The knowledge of French will be an advantage. • Strong communication and writing skills, including ability to write reports that include evaluation and analysis of collected data. • Availability and readiness travel locally (field work), nationally and regionally
7.	<i>Duration and frequency</i>	<p>This is a Consultant position for the project and will be compensated against agreed time dedicated to the project and in compliance with the work plan of the project.</p>