

## Gender Specialist

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Company: Cowater International

Location: Zambia

Category: other-general

### KEY INFORMATION

Job Title: Gender Specialist

Sector: International Trade

Position Type: Full time

Duration/Level of Effort: Up to a Five-year term

Position Location: In-Person (to be based in Lusaka, Zambia. With travel, as required, to the DRC and Mozambique)

### SUMMARY OF THE PROJECT

The “**Facilitating Inclusive, Resilient and Sustainable Trade**”(FIRST) project aims to improve economic growth in Sub-Saharan Africa that is inclusive, environmentally sustainable, and empowers women, youth, people with disabilities and/or other vulnerable and marginalized groups by implementing a series of interrelated interventions which support the Ministries of Trade and Commerce in DRC, Mozambique and Zambia, trade-related institutions and MSMEs (particularly women Small Scale Cross Border Traders (SSCBTs) and MSMEs led by women and marginalized groups). FIRST will work with the Ministries of Trade and Commerce and trade-related institutions to ensure an inclusive approach to the development and implementation of trade and investment policies. In parallel, FIRST will improve access to the socioeconomic benefits of environmentally sustainable and inclusive trade and investment by improving the enabling environments at border crossings and

strengthening the ability of MSMEs and SSCBTs to adapt and leverage new national/regional trade and investment opportunities. Finally, by improving the knowledge and skills of research institutions to gather, analyze and utilize gender-sensitive and environmentally sustainable trade-related data and evidence, the Project will provide a source of data and evidence to assist policymakers with the development of inclusive trade and investment agreements, while also providing the information needed by women-led MSMEs and SSCBTs to conduct cross-border trade along the Beira Corridor.

## **SUMMARY OF THE POSITION**

The FIRST project requires the services of a **Gender Specialist** based in Lusaka, Zambia to provide technical assistance, analytical and monitoring services about gender equality to the GAC program.

## **KEY RESPONSIBILITIES**

Working under the direction of the FIRST Program Manager and in close coordination with the Cowater HQ Senior Gender Advisor, the expected services of the Gender Specialist will include, but not limited to:

- 1 . Provide advice and support to the FIRST team aiming to ensure effective of the gender portfolio prioritising the quality control of entire programming cycle from formulation to implementation, including close monitoring to achieve the following results:
- 2 . Compilation, analysis and interpretation of gender and gender-based violence issues and statistical data through research and the preparation of qualified analysis and reports;
- 3 . Provision of gender analysis and inputs to the FIRST team and other relevant strategic documents, including but not limited to workplans, annual and semi-annual reports to Global Affairs Canada (GAC), and project implementation plans;
- 4 . Lead the preparation and launch of gender reports;
- 5 . Effective implementation of Results Based Management (RBM) tools, including the establishment of gender specific targets in the Performance Management Framework

(PMF) and corresponding monitoring of these targets to ensure the achievement of results;

- 6 . Translating Global Affairs Canada (GAC) priorities into project specific interventions and leading their execution in collaboration with relevant FIRST team members, national and/or international consultants and the Cowater HQ Senior Gender Advisor;
- 7 . Constant monitoring and analysis of the FIRST's environment from a gender perspective and when necessary, help facilitate the readjustment of the program in collaboration with the HQ Senior Gender Advisor and FIRST project team; and
- 8 . Provide monthly progress reports on activities, outputs and outcomes, while contributing to all initiatives across the program.
- 9 . Facilitate knowledge building and management by aiming on achieving the following results:
  10. Development of knowledge products and lead the mainstreaming of gender through the FIRST program as well as actively participating in knowledge sharing activities;
  11. Provide high-quality inputs to the FIRST program, while ensuring all activities are responsive to national priorities, policies and strategic plans as well as GACs priorities;
  12. Contribute actively to knowledge networks and communities ( through the identification of best practices and lessons learned to develop and deepen innovative approaches to gender integration and mainstreaming;
  13. Conduct assessments of the DRC, Mozambique and Zambia's gender policies and their impact on poverty reduction, growth, equity etc.;
  14. Provide capacity building support on gender issues to FIRST Project staff along with all project stakeholders, and project partners, where necessary.
  15. Ensure the creation of strategic partnerships and provide support in mobilising resources aiming to achieve the following results:
    16. Development of partnerships with bilateral and multi-lateral donors, private sector,

civil society, business associations etc.; and

17. Represent FIRST in different workshops/seminars/activities, as requested by the FIRST project team.
18. Program monitoring support. This includes, but is not limited to:
19. Provide technical assistance and support in areas such as designing and conducting gender analysis and assessments, and developing toolkits, resource guides, and other technical resources for the FIRST program team;
20. In collaboration with implementing partners, design and facilitate gender related meetings, capacity building and workshops using utilization focused, participatory methodologies and approaches;
21. Participate in monitoring visits of GAC, as required, and contribute to field visit reports from a gender perspective; and
22. Prepare gender checklist for GAC monitoring visits.
23. Any other relevant task as assigned by the FIRST Program Manager and/or Cowater HQ Senior Gender Advisor.

## **JOB REQUIREMENTS**

### **Education**

A Graduate Degree (Master's Degree required or equivalent would be an asset) in Gender/Women's Studies, Gender and Development Studies, Political/Social Sciences, International Development Studies or a relevant discipline.

### **Minimum Experience**

Minimum of years of experience, as senior specialist or in a senior program management position in gender targeted programming, gender mainstreaming and women's economic empowerment in Southern Africa (experience in DRC, Zambia and Mozambique would be considered an asset);

Proven experience conducting gender impact analysis, capacity and vulnerability analysis,

gender analysis, development of strategies for both gender mainstreaming as well as targeted gender initiatives development and execution of a needs assessment; and

Substantial experience in designing, monitoring and evaluation of gender projects and ensuring gender issues are mainstreamed throughout a program.

### **Essential Skills**

Strong understanding of gender equality concepts and demonstrated experience in applying gender-based analytical tools and conceptual frameworks to programming;

Demonstrated understanding of gender-equality and women's economic empowerment issues in sub-Saharan African, including knowledge of the AfCFTA Protocol on Women and Youth;

Demonstrate ability (through previous similar assignments) to analyse, compile and synthesize information in a coherent and succinct format;

Ability to lead formulation, implementation, monitoring and evaluation of development programs and projects;

A drive for results, including proven track record of high standards/accountability for work products, meeting deadlines, an ability to prioritize tasks within his/her work program and strategies for working collectively with others on the team to deliver products of the highest calibre;

Strong interpersonal, cross-cultural and communication skills;

Commitment to teamwork and ability to build constructive and effective relationships;

Client oriented; and

Demonstrated ability to work with people from diverse backgrounds and perspectives and a professional commitment to promote a culture of gender equality and social inclusion.

### **Language Proficiency**

Professional fluency in English (writing, reading and speaking); Fluency in French and/or

Portuguese would be an asset.

## APPLICATION PROCESS

Interested individual consultants must include the following documents when submitting the applications by **6 thMay 4**.

- 1 . **CV** indicating all past experience from similar projects, as well as the contact details (email and telephone number) of the Candidate and at least three (3) professional references.
- 2 . **Brief statements** to why the individual / consulting company/firm considers him/herself as the most suitable for the assignment.

Qualified women, people with disabilities, people from diverse backgrounds, are strongly encouraged to apply.

We thank all applicants, however only those shortlisted will be contacted.

**ABOUT US** Founded in 5, Cowater International is a leading global development consulting company. Headquartered in Ottawa and with corporate hubs in Auckland, Berlin, Brussels, Helsinki, London, Madrid, Manila, Nairobi, Singapore and Stockholm, Cowater International has successfully delivered a portfolio of over 0 projects and assignments in more than countries. We work with governments, private sector actors and communities implementing projects that support socio-economic development, institutional strengthening, environmental improvements and advance equal opportunities for all. We are a diverse and experienced team committed to building a better tomorrow for the people we serve. Our adaptive approach to management has led to our yearly award-winning work and recognition as one of Canada's Best Managed Companies since 7.

**We thank you for your interest in building a better tomorrow.**

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