

Job Title: WFP Gender Consultant Roster for Asia and the Pacific (RBB)

ABOUT WFP

The United Nations World Food Programme (WFP) is the world's largest humanitarian agency fighting hunger worldwide. The mission of WFP is to help the world **achieve Zero Hunger** in our lifetimes. Every day, WFP works worldwide to ensure that no child goes to bed hungry and that the poorest and most vulnerable, particularly women and children, can access the nutritious food they need.

ORGANIZATIONAL CONTEXT

The United Nations World Food Programme's (WFP) Regional Bureau for Asia and the Pacific (RBB) is currently seeking applications from qualified candidates for the RBB Gender Consultant Roster.

WFP is the world's largest humanitarian agency fighting hunger worldwide. The mission of WFP is to help the world achieve Zero Hunger. WFP's ability to achieve its Strategic Objectives depends on its capacity to deliver food assistance that addresses the different needs and priorities of the women, men, girls and boys whom it serves. A world with zero hunger can be achieved only when everyone has equal opportunities, equal access to resources, and equal voice in the decisions that shape their households, communities and societies.

Gender equality is one of the most important determinants of food security globally. Issues such as limited education, lack of economic empowerment and decision-making power, trafficking, migration, gender-based violence, limited access to productive resources and services, and undervaluation of women's contributions are major factors undermining food security in the Asia-Pacific region. These crucial elements determine the status of women, men, girls and boys with respect to the four components of food security: food availability, access, utilisation and stability.

It is within this context that applications for the RBB Gender Consultant Roster are currently being sought to expand the pool of gender professionals that can provide quality services for Gender Equality and Women's Empowerment (GEWE) to Country Offices in the Asia-Pacific region. This is the first call for applications to the Roster, which is being established to support the implementation of the WFP Gender Policy (2015-2020) and the Asia-Pacific Gender Implementation Strategy. **Gender Consultants (with 4-7 years of experience) and Gender Specialists (with 7 or more years of experience) are invited to apply.**

PURPOSE OF THIS ASSIGNMENT

The Executive Board approved the WFP Gender Policy (2015-2020) in May 2015. The policy lays out the strategic direction for WFP by defining the necessary changes and minimum standards for ensuring GEWE in all types of intervention. The goal of the WFP Gender Policy (2015-2020) is to enable WFP to integrate GEWE into all of its work and activities, to ensure that the different food security and nutrition needs of women, men, girls and boys are met. To achieve this goal, the policy establishes four objectives:

1. **Food assistance adapted to different needs.** Women, men, girls and boys benefit from food assistance programmes and activities that are adapted to their different needs and capacities.
2. **Equal participation.** Women and men participate equally in the design, implementation, monitoring and evaluation of gender-transformative food security and nutrition programmes and policies.
3. **Decision-making by women and girls.** Women and girls have increased power in decision-making regarding food security and nutrition in households, communities and societies.
4. **Gender and protection.** Food assistance does no harm to the safety, dignity and integrity of the women, men, girls and boys receiving it, and is provided in ways that respect their rights.

The policy uses a twin-track strategy and establishes minimum standards for achieving its objectives. Collecting, analysing and using sex- and age-disaggregated data is the first step in designing sound food assistance programmes and policies. Gender considerations can then be mainstreamed into all phases of the programme cycle, from the initial needs assessment to the final evaluation. When a gender and age analysis indicates that one population group is particularly vulnerable or at risk, actions targeting that group can be promoted.

The practical application of the Gender Policy is guided by the Corporate Gender Action Plan, the Asia-Pacific Gender Implementation Strategy and country-level Gender Action Plans. The purpose of establishing the RBB Gender Consultant Roster is to expand the pool of gender professionals who can provide quality services to WFP Country Offices in the region to support the implementation of the WFP Gender Policy (2015-2020), the Asia-Pacific Gender Implementation Strategy and the country-level Gender Action Plans. Successful applicants will be listed on the Roster and may be engaged through this Roster for future assignments.

JOB CONTENT

Working arrangements, job content and outputs will be specific to each assignment and detailed in its terms of reference, in response to Country Office needs and priorities. Such assignments may include the following:

- **Gender Research and Analyses:** Conduct gender analyses and specific pieces of gender research as required, employing a mixed-method approach using both primary and secondary data collection as appropriate, to strengthen the evidence base to inform programming and advocacy activities, contribute to the research body on GEWE in the food security and nutrition sectors, identify gaps in the research, and gather good practices and lessons learned.
- **Gender Programmatic Expertise:** In the context of the development of Country Strategic Plans, support the mainstreaming of GEWE in different programmatic areas and modalities, including emergency responses, cash-based transfers, school meals, nutrition, food assistance for assets, capacity building, and social protection, amongst others. This will require advising on practical and realistic programme adjustments and entry points to improve the integration of GEWE in programming. This may include, but is not limited to, ensuring GEWE mainstreaming in emergency response activities, programme documentation and reporting, adapting GEWE tools to the local context, strengthening gender-responsive M&E systems, supporting proposal development, updating Gender Action Plans, drafting project or funding proposals, and assisting with the rollout and application of the Gender and Age Marker.
- **Gender Reviews:** Undertake reviews of WFP programmes from the GEWE perspective to identify good practices and lessons learned, and develop recommendations for future programming or Country Strategic Plans.
- **GEWE Capacity Development:** Support capacity development of both staff and partners (including government) with respect to GEWE. This may include undertaking gender capacity assessments, developing training materials, organising workshops, providing support to implement the Gender Transformation Programme in the participating Country Offices, and other capacity development activities.
- **Partnership Strengthening for GEWE:** Support partnership mapping for GEWE at regional and/or Country Office level with a view to strengthening the GEWE aspects of WFP programmes. This may include proposal drafting or fundraising activities.

This list is non-exhaustive and the details of each assignment will be provided in the relevant terms of reference as positions arise.

Assignments may require immediate deployment to emergency or crisis situations.

Assignments will require close collaboration with the Country Office Head of Programme, the Regional Gender Advisor, the Gender Results Network and others, depending on the requirements of the assignment.

DELIVERABLES

Working arrangements, job content, deliverables, outputs, timelines, location and duration of employment will depend upon the requirements of each assignment and will be detailed in its terms of reference, in response to Regional Bureau and Country Office needs and priorities.

QUALIFICATIONS & EXPERIENCE

Education:

Bachelor's or higher university degree in one of the following disciplines: Gender studies, Social sciences, International relations, Human rights, Political science, or another related field such as International development, Agriculture and Rural development, or Nutrition, relevant to WFP's work.

Experience:

The Roster will hold profiles of:

- Gender Consultants with 4-7 years of relevant, applied experience; and
- Gender Specialists with 7 or more years of relevant applied experience
- Successful applicants will be able to demonstrate relevant work experience in the development/humanitarian field dealing with gender, women's empowerment, human rights and/or gender-based violence (4-7 years for Gender Consultants; 7+ years for Gender Specialists)
- Relevant experience in the areas of food security, nutrition, emergency response, livelihoods and disaster risk reduction will be considered advantageous
- Previous experience with UN or WFP, and knowledge of the UN or WFP operations is preferred

Languages: Proficiency in English is required. Additional knowledge of languages of the Asia-Pacific region is an asset

Expertise:

- Proven expertise in at least one of the areas as outlined in the Job Content section of this terms of reference
- Demonstrable research, analytical, writing and communication skills
- Ability to work in a multicultural environment and balance competing priorities and deadlines.

Location: Assignments may require the ability to travel within and/or between the various countries of WFP operation within the Asia-Pacific region within a very short notice in the event of emergency or crisis.

TERMS AND CONDITIONS

Type of Contracts: Short Term Assignment (Special Service Agreement (SSA) / Service Contract (SC) / International Consultancy – to be determined)

Duty Station: Countries within the Asia-Pacific Region

Duration of Assignment: To be determined for each assignment

This vacancy announcement is not tied to any currently open position or any specific duty station. It is a Roster for qualified applicants to express their interest for future short-term opportunities.

All applications received will be reviewed to assess relevant experience and qualifications. Applicants who meet the selection criteria will enter onto the Roster and may be contacted for further interviews or assessments. Only successful candidates will be contacted and considered for individual short-term contracts when opportunities arise.

Please note that this is an ongoing Roster and it will be maintained for a period of 12 months (renewable). Successful applicants may be contacted in the upcoming 12 months on an as-needed basis.

DEADLINE FOR APPLICATIONS

Sunday, 20 May 2018 (Midnight – Thailand time)

Qualified candidates are requested to create an account and submit their CV and cover letter through WFP Career website.

Female applicants and qualified applicants from developing countries are especially encouraged to apply

WFP has zero tolerance for discrimination and does not discriminate on the basis of HIV/AIDS status.

No appointment under any kind of contract will be offered to members of the UN Advisory Committee on Administrative and Budgetary Questions (ACABQ), International Civil Service Commission (ICSC), FAO Finance Committee, WFP External Auditor, WFP Audit Committee, Joint Inspection Unit (JIU) and other similar bodies within the United Nations system with oversight responsibilities over WFP, both during their service and within three years of ceasing that service.