



Ministry of Agriculture

Program Management Unit

LIBSUCO Compound, LPRC Road
Gardnersville, Republic of Liberia



Terms of Reference for the Position of Gender Assistant Under TCEP-II

Brief overview of IFAD-funded activities in Liberia

The International Fund for Agricultural Development (IFAD) is a long-time trusted partner of the Government of Liberia.

IFAD's Results-Based Country Strategic Opportunities Programme (RB-COSOP) 2020-2024 has the overall goal to increase income and employment opportunities for rural men and women while building resilience to climate change and food insecurity. The strategic objectives of the COSOP are to:

- I. Enhance the performance and inclusiveness of value chains that offer job opportunities, wealth creation, food and nutrition security for rural people, including poor households, women and youth.
- II. Contribute to an enabling environment for pro-poor policy development and enhance the capacity of the public sector in Liberia to deliver services to the rural poor.

Currently, IFAD's portfolio in Liberia includes three (3) ongoing projects:

The Rural Community Finance Project (RCFP). The project includes an IFAD loan of US\$ 5.5 million and a grant of US\$ 0.5 million and will improve access to rural financial services on a sustainable basis, enabling the development of the rural sector. It incorporates lessons-learned on financial inclusion from Sierra Leone, where the IFAD-financed RFCIP helped establish a large network of Rural Financial Institutions, including both Financial Services Associations and Community Banks. The project started implementation in the second quarter of 2019.

The Tree Crops Extension Project Phase I (TCEP-I). TCEP-I includes an IFAD loan of US\$ 13 million and an Adaptation for Smallholder Agriculture Programme (ASAP) grant of US\$ 4.5 million. The project will work towards developing a viable and sustainable smallholder cocoa sub-sector in Liberia's main producing belt.

The TCEP is intervening in Nimba County, in at least 8 statutory districts. Its duration is 6 years. The TCEP will adopt a value chain approach to link cocoa farmers, organized at grassroots level in traditional community-based labor groups and Farmers Field Schools (FFS), to markets and services through cooperatives and Private Sector Partners (PSPs).

The Tree Crops Extension Project Phase II (TCEP-II). Additional financing of US\$23.8 million provided as part of the TCEP-II was approved by IFAD's Executive Board in December 2018 and was signed and ratified by the Liberian Government in September 2019. The TCEP-II financing will be prioritized in Lofa County with the possibility to include areas in other counties with comparable socio-

economic and agronomic conditions.

Country Programme Approach

The Ministry of Agriculture is the implementing Agency for this and all IFAD funded projects in Liberia through a dedicated Programme Implementation Unit (PIU). It is thought that a single Programme Management Unit with the required additional thematic expertise in the team depending on the projects within the programme would be cost effective, while facilitating cross learning and knowledge management and building synergies between projects. The below vacancy is positioned within the PIU and will be working on the Tree Crop Extension Project II (TCEP-II) in Lofa County.

Post Title: Gender Assistant

**Reports to: Gender and Social Inclusion Officer, IFAD-PIU Projects
Programme Management Unit (PMU)
Ministry of Agriculture**

Primary Location: Lofa County

Start Date: July 1, 2021

Contract Period: One (1) year renewable

Key results expected / major functional activities include:

Specifically, the Gender Assistant will:

- Be responsible for ensuring the quality and timely implementation of gender equity activities.
- Implement gender dialogue and male engagement activities with a wide range of audiences, related to gender equity, power, decision-making, access to resources, and workload and support teams to mainstream gender into their programming activities.
- Actively promote gender equity, and to model positive gender equity behaviors, both in the workplace and in the field.
- Identify and build the capacity of gender champions, with a focus on male gender champions but also including where relevant community leaders, who demonstrate positive behaviors around decision-making, access, and workload in the household.
- Train staff members, farmers, partners, community leaders and stakeholders on gender and related issues.
- Sensitize beneficiaries on targeting and selection criteria to ensure inclusion of gender and other vulnerable groups.
- Collect data related to gender dialogues and male-to-male engagement activities.
- Participate in formation of kuu / FFS group leaders.

Competencies

- **Strategic thinking and organizational development:** Personal influence.
- **Demonstrated Leadership:** Lead by example and initiate and supports change.
- **Learning, sharing knowledge and innovating:** Challenges, innovates and contributes to a learning culture.

- **Focusing on clients:** Contribute to a client-focused culture.
- **Problem solving and decision making:** Solves complex problems and makes decisions that have wider corporate impact.
- **Managing time, resources and information:** Coordinates wider use of time, information and/or resources.
- **Team Work:** Fosters a cohesive team environment; able to foster and build team spirit, focus and engagement at all levels.
- **Communicating and negotiating:** Acquires and uses a wide range of communication styles and skills.
- **Building relationships and partnerships:** Builds and maintains strategic partnerships internally and externally.

Technical/Functional competencies:

- **Effective Negotiator and Communicator** with proven ability to build and nurture contacts among mainstream media. Ability to work effectively with others to meet mutual goals; build networks, listen and communicate effectively to engage others.
- **Innovative Performer** able to generate innovative solutions, assess risk, make decisions and accept consequences.
- **Leader** able to combine strong management, organizational and leadership skills with insight, seeking continual improvement and collaborative engagement within the team; able to achieve results through motivating people and influencing partners.
- **Planner/organizer** able to meet tight deadlines in a high-pressure and high-energy environment; flexible and able to multi-task.
- Strong analytical skills.

Qualification and experience:

- Bachelor degree in development, social studies, gender Studies or similar area;
- At least 3 years of relevant professional experience in gender equality, women's empowerment and social inclusion projects, programmes and policy, including field assignments;
- Experience in the design, implementation, supervision and performance monitoring and evaluation of gender equality, women's empowerment and social inclusion in an agricultural or rural context;
- Demonstrated experience in managing a multidisciplinary team and with governments and international development partners;
- Demonstrated experience in working with governments and international development partners;

Languages and other skills

Excellent written and verbal communication skills in English, including the ability to set out a coherent analysis in presentations and group interactions.

All Interested and qualified applicants should address their applications including letter of interest along with Curriculum Vitae and copies of relevant Diplomas/Certificate to the below address via email. Kindly indicate in the email subject, the Title of the position you are applying for.

The Recruitment Team

Program Management Unit

Ministry of Agriculture

Email: recruit@moa.gov.lr

Deadline for submission of Applications: **June 10, 2021 at 5PM GMT** Visit the [www.moa.gov.lr/careers opportunities/vacancies](http://www.moa.gov.lr/careers_opportunities/vacancies) OR [www.emansion.gov.lr/careers opportunities/vacancies](http://www.emansion.gov.lr/careers_opportunities/vacancies) for details on the Term of References and submission of your applications.

Female candidates are **Strongly** encouraged to apply.