



### Scope of Work for Consultant

Project/Consultancy Title:	Gender Specialist Consultant
Project Location(s):	Mercy Corps Nepal (based in Kathmandu office)

#### Background:

Mercy Corps is a leading global organization powered by the belief that a better world is possible. In disaster, in hardship, in more than 40 countries around the world, we partner to put bold solutions into action — helping people triumph over adversity and build stronger communities from within. Now, and for the future.

Mercy Corps started operations in Nepal in 2005. Since then the agency has been working in some of the most challenging areas to improve the lives of vulnerable individuals and communities across Nepal. That goal is attained through a systems based approach to market development, financial services, Disaster Risk Reduction (DRR), climate change adaptation and youth engagement through the lens of gender equity and social inclusion.

#### Purpose / Project Description:

Mercy Corps is seeking a Gender Specialist for to conduct a gender assessment and report for a Multi-year International Food Assistance Program. The program will address emergency and food security needs in the Karnali River Basin and reinforce the resilience of affected populations in both emergency and recovery contexts. Gender and Social Inclusion is a cross-cutting programmatic requirement and requires that gender be thoughtfully incorporated into the program in specific interventions and the M&E plan.

#### Consultant Objectives:

This consultancy will develop a 2-page gender analysis for Project Proposal which will take into consideration all the geographic context, the program's key areas of intervention, successes from other programs and key findings in other gender and social inclusion documents. The consultant will use data from current market assessments being conducted for this proposal to ensure the gender analysis is specific and current and addresses the needs of the working area.

#### Consultant Activities:

##### Research and Assessments

- Desk review of existing literature and external research on key topic areas, including but not limited to:
  - USAID/Nepal's Gender and Inclusion Assessment (2007).
  - For more detailed information on how to integrate gender in submissions, please see the Multi-Year Emergency APS (in draft)
  - Gender best practices in emergency settings—such as those outlined in IFRC's Minimum Standard Commitments to Gender and Diversity in Emergency Programming
- Review gender reports from Mercy Corps programs
- Provide input with a gender lens to field assessments to ensure quality of the information is collected
- Summarize key findings of the rapid assessment, particularly related to gender, to provide clear basis for proposed interventions and context.



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### Program Design

- Participate in all program design workshops;
- Identify and raise relevant preconditions, risks and assumptions;
- Contribute to the development of a theory of change, logical framework, M&E plan, potential programmatic activities, and management and operational structures;
- Identify opportunities to incorporate cross-cutting issues and added-value elements into the program design;
- Collate design ideas into a concrete design that addresses donor objectives and requirements, and develop outlines for full proposal(s) or concept note(s).

### Proposal Writing

- Write an original, thoughtful, and succinct narrative two-page narrative describing ways to incorporate GESI into the performance of the program, including internal management and staffing, annual work planning, carrying out specific interventions, and monitoring and evaluation include how the modality choice can impact gender dynamics or resource allocation.;

### Required Skills and Experience:

- MA/S or equivalent in International development, social science, gender studies or other relevant field.
- At least 10 years of experience in development
- At least 5 years of experience focused on Gender issues and demonstrated understanding of the critical gender issues in Nepal
- Demonstrated experience in conducting gender assessments
- Experience in a role that demonstrates in depth knowledge of Gender and how it impacts resource allocation, resilience and food security
- Ability to work with a diverse teams
- Excellent English writing and communication skills, and the ability to present information logically and concisely.
- Ability to work under pressure and deliver quality products under tight deadlines and in sparse working environments.

### Selection and Evaluation Criteria:

- Evaluation will be based on weighted average method
- 20% based on financial proposal
- 80% based on technical competencies:

### Final Deliverable:

2-page gender analysis

### Timeframe / Schedule:

The consultancy will work from October 16 – November 18 not to exceed 20 days. Note that dates may slightly modify based on the larger Program Design schedule.



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Important dates and expectations:

October 17 - 18	Attend Design workshop
November 4*	First draft of Gender analysis
November 18*	Final draft of Gender analysis

#### The Consultant will report to:

Paula Miller, Director of Programs

#### Accountability to Beneficiaries

Mercy Corps team members are expected to support all efforts toward accountability, specifically to our beneficiaries and to international standards guiding international relief and development work, while actively engaging beneficiary communities as equal partners in the design, monitoring and evaluation of our field projects.

#### Travel and Working Conditions

Consultancies may require travel to the field where living conditions may be exceptionally rugged or be in volatile environments where security protocols will need to be followed. This may require working in remote settings, over weekends and/or evening as required by the schedule, and in some instances settings with limited infrastructure, food options, and living conditions.

#### How to Submit Your CV

This call for CVs does not constitute an offer of employment. Any description contained herein may be modified and/or revoked. Interested applicants should carefully note the minimum qualifications and submit a CV along with cover letter detailing previous program development experience, and a proposed daily rate to [np-procurement@mercy Corps.org](mailto:np-procurement@mercy Corps.org). Submission of a short writing sample is recommended. Candidates will be notified of specific future program development opportunities, however they may be required to submit another application to be considered for future openings which are posted and advertised.