

<b>Role title:</b>	<b>Consultant(s)</b> , Gender Equality and Inclusion Analysis, Nature-based Climate Solutions (NBS) Project
<b>Location:</b>	Preferred one of Burkina Faso, Ivory Coast, Ethiopia, Ghana, Uganda or Zambia, but remote work so not mandatory
<b>Reports to:</b>	Gender Equality and Inclusion team lead
<b>Works closely with:</b>	Gender Equality & Inclusion (GEI) & Monitoring, Evaluation, Learning, Research (MERL) Teams, Project Officers & Country Teams.
<b>Application deadline:</b>	<b>29 June 2022</b>

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## BACKGROUND

Farm Radio International is a Canadian organization that has been working since 1979 to harness the power of radio to meet the needs of small-scale farmers. We work with more than 1,000 radio organizations located in more than 40 African countries to fight poverty and food insecurity. With the benefit of FRI resources and training, our broadcasting partners deliver practical, relevant, and timely information to tens of millions of rural Africans, including women farmers. We also work with a range of funding partners to implement radio projects that address specific development challenges and community needs delivering results for farmers and other rural denizens.

Climate change and biodiversity loss are two of the most defining environmental crises that challenge the world today. Nature-based climate solutions (NBS) have evolved as an innovative yet essential tool to address this challenge. The Project will use the Organization's interactive local radio programming to achieve enhanced rural community action on climate change adaptation and biodiversity using locally-relevant, gender-inclusive nature-based solutions. This Project will help local communities (particularly women and youth) to identify and express their adaptation needs, expand access to NBS information across Sub-Saharan Africa (SSA); support rural communities in learning about, customizing and applying NBS for climate adaptation; increase policy and program responsiveness to community needs, and raise Canadian awareness of, and engagement with these solutions. The Project will focus on six countries, including **Burkina Faso, Ivory Coast, Ethiopia, Ghana, Uganda and Zambia** with an ultimate outcome to improve gender-inclusive climate resilient communities in Sub-Saharan Africa.

## SCOPE OF WORK

FRI is seeking **two (2) consultants** to conduct an intersectional gender equality and inclusion (GEI) analysis for the NBS project - **one (1) anglophone covering 4 countries** (Ethiopia, Ghana, Uganda and Zambia) and **one (1) francophone covering 2 countries** (Burkina Faso and Ivory Coast) as part of the inception phase of the project in order for the FRI team to produce a GEI strategy. The study will focus on inequalities which impact people's lives in each country. The inequalities will be analysed in terms of how they structure thinking and action on locally-developed and relevant NBS, and accessing and utilizing communication channels, recognising that gender inequality intersects with other forms of discrimination to compound barriers to equality and inclusion.

The consultant will work with FRI's teams in each country and the global technical/Specialty Teams (GEI, MERL, etc.) to finalize the largely desk-based review study methodology, and will conduct the analysis, as well as conduct (or prepare country team to conduct) a validation workshop in each

country to support finalization of the study report. The analysis is envisioned with this limited scope given budget constraints. The budget available for this consultancy is **French (2 countries) CAD 6,500** and **English (4 countries) CAD 13,500**.

Deliverables (as relevant for methodologies proposed)		Days	Timeline
1	Literature and document review	TBD	Work begins July 2022  Completion by early August 2022
2	Revised research methodology		
3	Draft GEI Analysis Report(s) based on document & literature review - EN x4 countries, FR x2 countries		
4	Validation workshops (EN x4 countries, FR x2 countries) <ul style="list-style-type: none"> <li>- Support FRI country teams to design the workshops</li> <li>- Present preliminary study findings to stakeholders in at least one (1) country; country teams in others</li> <li>- Compile notes from validation workshops</li> </ul>		
5	Presentation of final draft report, with validation workshop notes integrated, to FRI project staff		
6	Final GEI Analysis Report(s) with notes from validation workshops and FRI staff feedback integrated		

## QUALIFICATIONS

- Substantial experience conducting gender analysis using secondary data sources
- Demonstrated experience conducting gender analyses with a number of methodologies
- Demonstrated ability to critically identify, articulate and analyze subtle and overt social norms and cultural practices around gender inequality and inclusion
- Proven experience in gender equality technical advising for development projects in sub-Saharan Africa
- Specialist level knowledge of gender equality, inclusion and global development issues, including understanding intersectionality, gender transformation, and African feminisms
- Strong interpersonal skills and ability to work well across cultures and time zones
- Excellent communication writing skills in English **OR** in French

## APPLICATIONS

**FRI values diversity and inclusion. Women, people with disabilities, and members of other equity-seeking or marginalized communities are strongly encouraged to apply. Accommodations are available on request in all aspects of the recruitment process.**

**To submit your application, please [use this link](#) and upload your**

- **CV & Technical Proposal**
- **Financial Proposal** - Please provide only budget regarding daily rates according to:
  - Consultant - anglophone - 4 countries - CAD 13,500
  - Consultant - francophone - 2 countries - CAD 6,500

Only if you do not have or are unable to create a Google Account in order to fill out the application form, please email your application to [jobapps@farmradio.org](mailto:jobapps@farmradio.org)

Only those candidates selected for an interview will be contacted. No phone calls please.