

## **GENDER AND SOCIAL INCLUSION MANAGER, EMPLOYABILITY PROJECT**

**Reports to:** MCA Gender and Social Inclusion Director

**Supervises:** N/A

The Gender and Social Inclusion (GSI) Manager, Employability Project, will serve as a key member of the Employability Project team by providing intellectual and technical leadership during the implementation of the project activities. Key tasks associated to this position include:

- Provide technical support on social and gender integration into Employability project activities so as to enhance the social benefits, gender equality and promote sustainable development.
- Support the Gender and Social Inclusion Director with development and implementation of the Social and Gender Integration Plan (SGIP) that incorporates relevant social and gender analyses and inputs into all Employability activities including budgets.
  - Recommend updates to the Employability sections of the SGIP regularly, in order to reflect program changes.
  - As a part of the SGIP, develop a plan to increase awareness and capacity for social and gender integration among Employability project staff and sector specialists throughout project development and implementation.
  - Develop a plan to promote consultations and engagement of women, civil society, the private sector, Community based Organizations (CBO) and other relevant stakeholders in project design and implementation to strengthen gender integration in the Employability project activities.
- Support the Employability Project Directors and other MCA colleagues working on the Employability project to ensure poverty reduction, gender and social integration throughout the project, in compliance with MCC's policies and requirements.
- Work with the Environmental and Social Performance (ESP) team to monitor social and gender impacts of Employability project activities. Ensure that Environmental and Social Impact Assessments (ESIAs), Environmental Social Management Plans (ESMPs), Resettlement Action Plans (RAPs), etc. include quality social and gender dimensions and adequately address risks of proposed projects. These include (but are not limited to) issues pertaining to public health and safety, HIV/AIDS, and resettlement.
- Collaborate with monitoring and evaluation staff to ensure that data collection is age-, income and sex- disaggregated with gender-responsive indicators, data collection and monitoring tools.
- Ensure that relevant language regarding MCC's Anti-Trafficking in Persons stance is included in all bidding and contract documents and oversee contractor activities and deliverables as it relates to the Employability activities.
- Provide oversight for consultants and/or contractors and work with implementing entities to ensure that poverty reduction, gender and social inclusion are fully integrated into Employability project and activities.

- Review Employability project deliverables to ensure that poverty, gender and social issues are sufficiently integrated and that there is adequate planning, budget, and staff resources for GSI analytical work.
- Monitor and report the quality of poverty reduction, social and gender integration in the Employability project to Gender and Social Inclusion Director. Track resources invested in GSI components, and identify areas where social and gender assessment and integration can be strengthened or modified.

## **Qualifications and Experience**

- An advanced degree (master's or above) in social sciences or a related discipline (anthropology, sociology, Education sciences, women's studies, public policy, community development, etc.) is preferred.
- At least eight (8) years' experience in social and gender related issues in an international or national development context, with demonstrated expertise in social and gender analysis and gender integration in projects required.
- Sectoral experience in and knowledge of Secondary Education and/or Technical and Vocational Education and Training required and Youth issues.
- Demonstrated understanding of tools and approaches to meet the gender, social inclusion, and poverty reduction requirements of international development projects.
- Ability to interact constructively with technical and construction experts, government officials, people affected by Compact projects, and civil society.
- Responsible and flexible attitude and capable of managing a variety of tasks with minimal supervision.
- Demonstrated experience using participatory development approaches and working closely with civil society, NGOs, government, private sector, CBOs and other relevant stakeholders.
- Demonstrated experience in managing program budgets and work plans is desired.
- Familiarity with international environmental guidelines and policies, including IFC Performance Standards on Environmental and Social Sustainability desired.
- Fluency and excellent written and verbal communication skills in French is required. Fluency in English, Arabic or other local languages is a plus.