

Gender Equity and Governance Specialist, Haiti Agri-food Value Chain Strengthening Activity

RTI International is seeking a **Gender Equity and Governance Specialist** to integrate gender and governance into an ongoing, Global Affairs Canada funded Agri-food Value Chain Project in Haiti, MAIS. The purpose of the MAIS program is to improve the livelihoods of smallholder farmer families in southern Haiti, with a focus on women and youth. Project activities will continue through December 2023. The position will report to both RTI and the MAIS project COP and will be based in Port-au-Prince, Haiti with frequent travel to the South department.

Responsibilities:

- Provide technical leadership and oversight for the integration of gender equity and governance approaches across program activities
- Lead the implementation of the project's gender strategy, including the adaptation and development of tools and approaches to support the strategy
- Identify target groups and conduct gender and social assessments and learning studies, ensure stakeholders involved understand the importance of such assessments
- Assess the representation and active participation of women and disadvantaged groups in project related stakeholder groups (such as community and local governance bodies) and make recommendations for improving participation in project activities that lead to positive outcomes for these groups
- Identify potential opportunities for gender inclusion and design and implement solutions that promote gender mainstreaming
- Support the integration of gender equity and governance activities within the work plan; lead the design of gender equity specific tools in work planning to promote gender balance in the project implementation
- Develop and implement a strategy for bringing a broad range of maize (and bean) value chain stakeholders together at both national- and departmental-level through roundtables with the purpose of addressing barriers to and opportunities for increased value chain efficiency and development.
- Support development of gender equity sensitive behavior change communication activities and messages
- Work with senior project management to raise awareness and capacity of project staff on issues related to gender and governance
- Orient and train staff, partners and other stakeholders to work with women, the poor and disadvantaged groups, and advocate for less discriminatory practices
- Provide guidance and support to field level staff for promotion of inclusion, and ensure capacity is built at local level to sustain change
- Work closely with M&E team to ensure that gender equity issues are reflected in data collection, learning frameworks, and reports to assess whether the gender equity and governance objectives are being met
- Ensure gender equity issues reflected in partner agreements and evaluations
- Support partners in mainstreaming gender equity in their policies, management systems and programs and provide training and education in implementing the policies
- Contribute to project activity monitoring, including quarterly and annual reporting

Qualifications and experience:

- Masters degree in social sciences, preferably sociology/anthropology, social development, gender studies, and/or a bachelor's degree with a minimum of 6 years of experience designing and implementing gender plans for projects, including in Haiti;

- Willingness to travel extensively to the South department to supervise and support gender equity, social inclusion, and governance related efforts
- Experience with large donor-funded projects is preferred;
- Demonstrated experience in gender equity, social inclusion, and governance issues and design and implementation of gender equity and social inclusion activities in Haiti;
- Ability to develop effective working relationships with government counterparts at all levels, local organizations, community groups, and other program partners and stakeholders;
- Experience building staff and stakeholder capacity and training in gender equity and governance issues;
- Ability to conceptualize, plan, guide and implement gender equity and governance work
- Ability to work well with multiple stakeholders
- Ability and willingness to work as part of a team
- Strong organizational, interpersonal and management skills;
- Strong oral and written communication skills in French, Creole and English.

To apply, please email your CV to IDG-GEDrecruitment@rti.org Please put HAITI in the subject line.