



VACANCY ANNOUNCEMENT

Concern Worldwide is an Irish based non-governmental, international, humanitarian organization, dedicated to the reduction of suffering and working towards the ultimate elimination of extreme poverty in the world's poorest countries. Concern is currently recruiting the below post:

Job CODE: 21-010 NR (You must quote this code on your application)

Job Title: Gender Equality Consultant (x1)

Location: Based in Buchanan, Grand Bassa with frequent visits to rural areas to do qualitative data collection.

Reporting To: The Programme Director and Gender Equality Officer

Responsible For: A short term consultancy to review both the gender sensitivity of Concern Liberia's programmes and the gender transformative programme called We Are One.

Job Purpose: Concern Liberia is soliciting an in-country expert with a background in Anthropology, or Sociology with a strong focus on gender and GBV issues to conduct a programme review of the gender sensitivity of our programmes with a focus on We Are One the gender transformative approach. The consultancy will review and assess the implementation, impact and recommendations for improving the programme.

Concern is using the We Are One methodology to promote gender transformative behaviour amongst selected groups of community women and men. The programme works with communities to identify and select 'Change Maker' role models to act as positive agents of change to demonstrate and practice positive transformation in behaviour and attitudes for healthy family and community. The Change Makers show particular support for women's participation in family decision making and community development, which is in line with the aspirations of the programmes. The programme uses experiential techniques including role-plays, dramatizations, and games to challenge perceptions and trigger reflection and conceptual understanding.

The We Are One approach is integrated into programmes that aim to improve the nutritional health status of women and children. The ambition is predicated upon the enhancement of the group capacity for better understanding, changing attitudes and behaviours towards gender equality as it relates to gender power relations and dimensions that serve as barriers, maintainers and obstacles in the reduction and eradication of extreme poverty and wellbeing of women and children, but also men themselves.

After several years of implementation timely to carry out a review of the social cohesion and power dynamic of the target beneficiaries to assess if the intervention is impacting on rigid gender and social norms and is preventing acts of GBV amongst the target groups.

Responsibilities:

Review of quantitative data with the Programme Director and Gender Equality Officer in Concern Liberia Office

Design and review of the key Focus Group Discussion questions and Key Informant Interview questions in Concern Liberia Office

Community based qualitative data collection

Analysis report, which incorporates a comparison of the We Are One quantitative data, which will be shared in advance of the qualitative data collection exercise, and qualitative data, and sets out a review of the existing programme and key, feasible, implementable changes to the current approach. Building feedback on Concern Liberia's gender sensitivity into the report. The report will also share a review of our current gender sensitivity and make recommendations on what to change within the parameters of our existing implementation. In other words, the entire report focuses on reviewing the status, and making recommendations that can be implemented immediately within existing programmes, rather than making any proposals that would require new programmes to implement them.

Presentation of key findings and recommendations to Concern Team

Incorporate feedback, finalise and sign off the report

Experience & Qualification: A masters degree in a related topic is preferred for the consultancy but consideration of candidates with an undergraduate degree + 5 years of experience working as a gender equality specialist (at management level) or consultant would be considered.

How to apply: A CV and Cover Letter outlining your experience and your costs per day to allow us finalise the ToRs.

By email to liberia.hr@concern.net

By Hand: to the HR Department, Concern Worldwide, 3rd Floor, Urey Compound, Congo Town, Tubman Boulevard, Monrovia. JOB CODE **21-010 NR Gender Equality Consultant** clearly indicated on the envelope.

Applications must include the following:

- **JOB CODE 21-010 NR Gender Equality Consultant**
- A letter of application stating why you believe you are the best suited for the position.
- A copy of your CV (**maximum 4 pages**) giving active daytime contacts.
- Names and addresses of two (2) work related referees with professional e-mail addresses.

CLOSING DATE FOR APPLICATIONS IS **Wednesday 21st April 2021.**

ONLY SHORTLISTED CANDIDATES WILL BE CONTACTED.

WOMEN ARE HIGHLY ENCOURAGE TO APPLY.

Concern Worldwide is an equal opportunity employer. We welcome applications from all sections of the society. While all applicants will be strictly assessed on their individual merit, qualified women are particularly encouraged to apply.