

## JOB POSTING

<b>Title</b>	Gender Equality Specialist (GES)
<b>Program:</b>	Partnership for Local Economic Development and Democratic Governance
<b>Location:</b>	Kyiv, Ukraine
<b>Start date:</b>	May 3, 2016
<b>Type of Employment</b>	Long term consultant on a part time basis It is expected that the individual will be continuously involved in implementing Program activity throughout 2015-2020
<b>Language Requirements:</b>	Fluency in Ukrainian, Russian and English

### Background:

The Ukraine Partnership for Local Economic Development and Democratic Governance Program (PLEDDG) is a new development program - funded by the Government of Canada through Foreign Affairs, Trade and Development Canada (DFATD) – that FCM will implement from 2015 till 2021. The Federation of Canadian Municipalities (FCM) is the national voice for Canadian municipal government. FCM is dedicated to improving the quality of life in all communities by promoting strong, effective and accountable municipal governments.

The PLEDDG Program aims to strengthen Ukraine's municipal sector by increasing capacities in sixteen (16) cities to advance local democracy and economic development, by creating a more enabling local environment for small and medium enterprise development, and by facilitating decentralization of authorities and integrated development planning at the local, regional and national level.

### Major Purpose:

Under the general direction of the PLEDDG Program Director, the Gender Equality Specialist (GES) will work in direct collaboration with members of the Ukraine-based PLEDDG team in Kyiv and in close collaboration with the Canadian Gender Equality Expert.

Gender equality (GE) is a cross-cutting theme and an explicit aspect of each of the program's outcomes and outputs. Most activities within PLEDDG will have a gender equality dimension based on gender equality analysis, assessment and planning

processes. Specific project activities to support GE will be guided by a strategy that is based on an analysis of gender equality issues and environments relating to local governance and economic development in the targeted areas. It will identify an overall approach to addressing these issues in PLEDDG, specific results to be achieved, a general set of activities to be undertaken, and a means of monitoring, reporting and sharing knowledge on achievements made.

The GES is required to work with the PLEDDG program team in Kyiv, its partners in the regions and the Association of Ukrainian Cities (AUC). The central task of the GES is to provide guidance and support to implement the PLEDDG GE Strategy and achieve planned GE results.

It is critical that he/she be able to work independently and be willing to use the skills, experience and understanding of gender equality dynamics in Ukraine to effect change at the local level.

As a consultant, the individual will protect its integrity, reputation and support its role as a global leader in international cooperation aimed at strengthening local capacities and enhancing governance.

### **Key Responsibilities:**

The individual will have a number of specific responsibilities, including the:

- provision of technical support to ensure that project initiatives take into account gender analysis and are designed and implemented to ensure that gender gaps are reduced and women and men participate and benefit equally;
- integration of GE standards into project implementation;
- coordination of GE baseline data collection, including identification of targets and indicators of progress required to finalize the PLEDDG GE Strategy (with regards to planning and budgeting);
- facilitation of gender equality assessments and analysis with special focus on municipal governance structures and systems, economic planning processes, support of small and medium business, women entrepreneurship, capacity and service needs, including the development or adaptation of tools, that are required as part of the GE Strategy;
- oversight of compliance of all training delivered within the PLEDDG project with gender equality standards, including provision of advice in the development of modules and materials and the delivery of gender equality-related training to the project management team and relevant partners;
- monitoring and reporting on the GE aspects of project activities and participation in annual project review and planning efforts;
- documentation of GE-related best practices and lessons learned, participation in PLEDDG capacity building, communication and knowledge sharing activities and provision of other GE technical support as required;
- development of linkages for PLEDDG efforts with other GE networks and other donor funded projects working in this area in Ukraine; and
- performing other duties as assigned by the PLEDDG Program Director that are consistent with the overall scope of the position.

### **Knowledge, Education and Experience:**

The Gender Equality Specialist (GES) will have at least five (5) years of experience working with government and/or non-government agencies to integrate and mainstream gender analysis and gender equality results in programs, projects and/or organizations. Skills and experience should include:

- gender analysis of issues, sectors, policies, programs, services, institutions, etc.;
- gender responsive consultations and planning (of projects, services, budgets, etc.);
- experience working in the areas of gender and governance/political leadership, coordinating and building teams/committees and GE integration in local economic development;
- development of modules and materials and the delivery of gender training programs to a variety of audiences;
- proven ability to explain gender equality concepts and issues to diverse audiences;
- proficient communication and writing skills; and
- language proficiency in Ukrainian, Russian and English.

**In order to apply for this position, please provide a cover letter and CV with “Gender Equality Specialist” in the subject line to: [office@pleddq.org.ua](mailto:office@pleddq.org.ua) by April 24, 2016.**

We thank all candidates for their interest; however, we will only contact those selected for an interview. All the applications will be kept on file for six months following the hiring.