

CONSULTANT - CALL FOR APPLICATIONS: EXPERTS AND TRAINERS ROSTER (UN WOMEN GLOBAL)

Location :	To be determined
Application Deadline :	Permanent call
Type of Contract :	SSA
Post Level :	Consultant
Languages Required :	Various languages
Duration of Initial Contract :	Various short-term consultancy assignments

Background

Grounded in the vision of equality enshrined in the Charter of the United Nations, UN Women works for the elimination of discrimination against women and girls; the empowerment of women; and the achievement of equality between women and men as partners and beneficiaries of development, human rights, humanitarian action and peace and security. Placing women's rights at the center of all its efforts, UN Women leads and coordinates the efforts of the United Nations system to ensure that commitments on gender equality and gender mainstreaming translate into action throughout the world. UN Women provides strong and coherent leadership in support of Member States' priorities and efforts, building effective partnerships with civil society and other relevant actors.

In order to connect UN Women with a diverse range of knowledgeable and experienced gender experts and trainers around the world who possess expertise in the areas of work covered by UN Women's mandate, UN Women is establishing a global roster of experts and trainers. This roster will facilitate the recruitment, hiring and evaluation of consultants from several thematic areas.

UN Women will continue to announce calls for applications to the Experts and Trainer Roster as needed.

In this context, UN Women is currently inviting experienced experts and trainers (individuals, not firms) to apply to be considered for registration in the UN Women expert and trainers roster in the following thematic areas:

Area 1: Economic Empowerment : Macroeconomic Policy

Area 2: Economic Empowerment : Economic Institutions

Area 3: Economic Empowerment : Sustainable Development

Area 4: Women's Political Participation

Area 5: Governance and National Planning

Area 6: Gender Equality and HIV/AIDS

Area 7: Women, Peace and Security

Area 8: Gender and Humanitarian Action

Area 9: Training for Gender Equality

Note: Calls for experts/trainers in additional thematic areas will be announced in the near future. Experts on Gender and

Evaluation please apply to: <https://evaluationroster.unwomen.org/>

Interested consultants are advised to carefully study all the sections of this ToR and ensure that they meet the general requirements.

The consultant should identify the thematic area that best fits his/her range of experience and expertise. If applicable, it is possible to select more than one thematic area.

Training Accreditation: Experts interested in providing training consultancy services in their areas of expertise can apply for the training accreditation. After joining a thematic roster, applicants will be able to provide information about their training background and complete a competency-based test to demonstrate their knowledge in adult learning. If successful, the candidate will be recognized as both an expert and trainer in the related fields.

Only applicants who pass all screening procedures will be included in the roster.

Duties and Responsibilities

Consultants will provide a range of advisory services to clients (UN Women Divisions, Regional Centers or Country Offices, UN Women Training Centre, project teams, and partners as needed). Specific reporting and working relationships will be specified at the time of contracting for a specific assignment.

When demand arises in a particular thematic area, pre-selected consultants will be called upon to provide demand-driven services. The range of tasks for the consultant may include **applied research, diagnostic missions, provision of strategic and operational advice, training and capacity development activities, strategic development of policy papers, on-site support to programmes, programme evaluation, drafting of policy papers, among others.**

SPECIFIC THEMATIC AREAS

Area 1: Economic Empowerment : Macroeconomic Policy

This roster aims to attract candidates in the field of Macroeconomic Policy and Gender Equality. Macroeconomic policy (monetary, employment, fiscal, trade and investment instruments) sets the framework and incentives for women and men to engage in labor, financial, goods and services markets. It shapes development and growth path, determines patterns and levels of inequalities, delineates boundaries between paid and unpaid work, influences social reproduction and shapes the structure of the formal and informal sectors.

Qualified candidates will be able to contribute to policy work on these areas of Macroeconomic Policy as well as exit routes from crises (economic and financial, food, and fuel) and on how social protection can complement and support policies for poverty elimination and growth for development. Moreover, candidates will be qualified to assist UN Women to engage in debates and produce policy advocacy tools aimed at designing sectorial policies – such as in agriculture, trade, investment and labour market – so that increased gender equality and social justice are addressed. Additional Specific Qualifications and Experience: Candidates must be able to apply learned academic principles to real life situations and undertake empirical research and analysis of trends and developments and related policy issues, especially macroeconomics and other public policies.

Area 2: Economic Empowerment : Economic Institutions

This roster aims to attract candidates with policy and research expertise related to exploring economic Institutions through a gender lens. Such analyses of economic institutions involve an understanding and explanation of the dynamics of market and non-market structures, mechanisms, and processes from a gender sensitive human rights perspective. These institutions include state and international institutions, financial institutions, firms, and community-based organizations, households with individuals and interest groups that engage in complex interaction internally and across themselves.

Qualified candidates will be able to contribute to our understanding of and policy research on how institutions as gendered

entities embody and transmit social norms that influence gender relations, social communications, inequality and social justice. From this perspective, they will analyze market conditions and labour market segmentation as well as social reproduction, including relations between formal and informal sectors, vulnerable employment and descent work, trade relations and trade regimes, financial structures and services, the division between market and non-market work, unpaid work and the care economy, and public sector provision of goods and services. Most importantly, qualified candidates will be able to assist in the generation of policy recommendations for gender responsive legal and institutional reforms. Additional Specific Qualifications and Experience: Candidates must be able to apply learned academic principles to real life situations and undertake empirical research and analysis of trends and developments and related policy issues.

Area 3: Economic Empowerment : Sustainable Development

This roster aims to attract candidates with expertise in the field of Sustainable development and Gender Equality. The economics of Sustainable Development addresses the need to balance resource allocation and use with the needs of current and future populations.

Qualified candidates will contribute to advancing an approach to Sustainable Development that fully incorporates gender equality and advancing women's economic empowerment and rights. Moreover, they will contribute to generating policy recommendations that address: inequalities and poverty elimination; social reproduction and unpaid work conceptualized as a sustainability issue; livelihoods security; adaptation to or mitigation of climate change and social protection. Gender analysis of and policy recommendations on sectoral issues and poverty elimination - including asset ownership, water and energy, education, descent work, rural development and food security, health, land tenure and land rights and environmental sustainability- will also be included in this work stream. Additional Specific Qualifications and Experience: Candidates must be able to apply learned academic principles to real life situations and undertake empirical research and analysis of trends and developments and related policy issues.

Area 4: Women's Political Participation

UN Women is increasingly being called upon by UN partners, civil society partners, donors and governments to provide specific and often short-term gender expertise for capacity building and policy support on women's political rights, participation and leadership. Requests from field offices include calls for guidance on a range of issues, especially electoral support, Temporary Special Measures (TSMs), and project formulation on women in politics. In addition, support is also requested for how to work most effectively with a range of actors including parliamentarians, electoral management bodies, media, youth groups and political parties.

The political participation roster will select high level experts who will be able to provide on demand support on capacity building and the implementation of programming on gender sensitive laws and policy reform; gender-responsive electoral management; gender-responsive parliaments and institutional change to enhance women's engagement on leadership positions

Area 5: Governance and National Planning

Governments are accountable for implementing their commitments to gender equality and women's rights and securing the financial resources needed for this purpose. Gender responsive budgeting (GRB) is an approach that seeks to facilitate coherence between gender equality goals and government planning/budgeting and performance monitoring. It entails identifying and reflecting needed interventions to address gender gaps in sector and local government policies, plans and budgets. GRB also aims to analyze and address the gender-differentiated impact of tax policies and the allocation of domestic resources and Official Development Assistance. UN Women started supporting GRB work in 2001. Today, over 60 countries have adopted some form of gender responsive planning and budgeting.

This roster aims to identify experts who have practical experience on GRB and who can provide support on gender sensitive budget analysis, GRB training, advisory services (technical and strategic); evidence based advocacy, policy dialogue, gender sensitive monitoring and tracking of governments' allocations and expenditures. Experts will assist

countries in applying the GRB approach at national level, sector level and local level with a view to effectively implement gender equality commitments.

Area 6: Gender Equality and HIV/AIDS

UN Women brings gender equality and human rights perspectives into its work on HIV and AIDS. As UN Women, we believe the single most important strategy in responding to the HIV epidemic is empowering women and guaranteeing their rights – so that they can protect themselves from infection, overcome stigma, and gain greater access to treatment and care.

The HIV/AIDS roster will include high level experts who will be able to provide on demand support to promote this strategy with a focus on leadership and participation of women living with HIV and those affected, the integration of gender equality and women's rights into governance of the HIV responses, the intersection of HIV and violence against women, and access to justice of women living with and affected by HIV and AIDS.

Area 7: Women, Peace and Security

Violent conflict affects men, women, girls and boys in different ways. And, women and girls have specific contributions to make to conflict and crisis prevention, resolution and peace building. UN Security Council resolution 1325 (2000) recognized, as a matter of international peace and security, the urgent need to address women's participation in peace processes and peace building, as well as the need to protect women and girls from violations of their rights during and after violent conflict. UN Women works to ensure that women's voices and priorities are heard in international security debates and that internationally and nationally led peace and security interventions respond to women's needs.

Expert practitioners are required to support UN Women's country programming in post-conflict and peacebuilding context, as well as its mandate and international policy frameworks on Peace and Security.

Area 8: Gender and Humanitarian Action

Consisting of a pool of senior advisors that can be deployed at short notice, UN Women's roster of advisors on gender and humanitarian action supports humanitarian actors at the country level to mainstream gender equality programming in all sectors/clusters – camp coordination & camp management, education, early recovery, food security, health, emergency shelter and non-food items, WASH, etc. - and in all phases - preparedness, response and recovery - of humanitarian action. Advisors serve as additional and/or surge capacity to the in-country UN Women office and/or as an inter-agency resource to support the UN Humanitarian/Resident Coordinator (HC/RC), humanitarian country teams (HCTs) and sector/cluster leads in the initial stages of sudden-onset emergencies and in protracted humanitarian situations.

Specific tasks may include disaster preparedness and contingency planning, participating in post-disaster needs assessments (PDNAs) or in multi-sector initial rapid assessments (MIRAs), training and capacity strengthening, conducting gender analyses, coordination of gender and women's empowerment as a cross-cutting issue, etc.

Area 9: Training for Gender Equality

UN Women TC will offer training for gender equality and women's empowerment to UN Women staff, UN agencies, as well as government, civil society and partners. The gender capacity-development programmes will range from basic and introductory levels to specialized and advanced levels, aimed at diverse audiences with different backgrounds. In terms of capacity-development strategies and techniques, the TC will make maximum use of on-line training techniques, paying special attention to e-learning courses and an active, participatory learning approach.

This roster aims to identify training for gender equality specialists with wide experience and a solid background and knowledge of training processes with different stakeholders that will allow them to adapt and implement good practices in the design and facilitation of participatory and innovative training for gender equality processes and materials both for face to face, eLearning and blended learning processes.

Competencies

- Demonstrates commitment to UN Women's mission and vision;
- Strategic strong technical capabilities;
- Strong reporting and writing abilities;
- Ability to work in a team, develop synergies and establish effective working relations with government counterparts, donors, NGOs and other development and humanitarian partners;
- Strong interpersonal and communication skills, resourcefulness, initiative, maturity of judgment, tact, and negotiating skills, and the ability to cope with situations that may pose conflict;
- Demonstrates integrity by modeling UN Women's values and ethical standards;
- Sensitivity and adaptability to culture, gender, religion, nationality and age;
- Openness to change and ability to receive/integrate feedback;
- Ability to accommodate additional demands on short notice;
- Ability to work under pressure and in stressful situations;
- Ability to manage heavy workloads and solve complex problems with minimum supervision.

Required Skills and Experience

General Qualifications and Experience:

Education:

- Advanced university degree (Master, PhD) relevant to the thematic area

Experience:

- At least five years of proven working experience relevant to the selected thematic area;
- Extensive technical knowledge relevant to the thematic area;
- Excellent oral and written skills
- Excellent drafting and formulation skills; proven record of official reports or papers/studies in the selected area;
- Experience with training and facilitation is an asset.

Languages:

Various languages.

As a minimum, candidates need a working knowledge of English, Spanish or French as a minimum to be able to complete the application process. Additional language skills are highly desirable.

Evaluation of Applicants:

Applicants will be screened against qualifications and the competencies specified for each thematic area/subcategory.

Contracting Arrangements:

Successful candidates will be included in the relevant thematic area of the UN Women Experts and Trainers Roster.

Entry into the roster system does not necessarily mean a guaranteed contract with UN Women. This will depend on

forthcoming needs.

The financial proposal (daily fee in USD) provided by the consultant is tentative and will be subject to negotiations.

When a request for services arises, pertinent UN Women will contact the most appropriate consultant from the roster. While a formal directly selection process will not be conducted, there may be some selection procedures (i.e. verification interview or a request for a lump sum quote). A specific Terms of Reference outlining the outputs for each assignment will be provided and a Special Service Agreement (SSA) Contract will be issued to the consultant, detailing the timeframe and deadlines for the position. Conditions of a particular assignment may be negotiable.

Payments:

Payment will be made upon confirmation that the agreed upon services have been satisfactorily performed, as specified in the contract with UN Women.

Application procedures:

Qualified candidates are requested to apply online via <http://unwomen.unssc.org> The application should contain:

- A current completed P11 form in English, French or Spanish (blank form can be downloaded from <http://unwomen.unssc.org>)

Incomplete applications will not be considered. Please make sure that you have provided all requested information.