

## **ABOUT CESO**

CESO is an international economic development organization dedicated to reducing poverty and fostering economic growth around the world and in Canada. With a vision of stronger economies better lives, CESO's initiatives are aimed towards catalyzing and strengthening sustainable economic growth and social development.

CESO's international development program aims to advance women's economic empowerment and gender equality by applying a gender sensitive value chain approach. In this program, CESO plans to engage highly experienced Volunteer Advisors in short term field assignments to improve opportunities, rights, participation and the role of women in selected sectors including agribusiness, tourism and nutrition. CESO will work closely with developing country partners to design capacity building activities to be implemented by Volunteer Advisors with support of local staff members and experts.

## **ADVISOR, GENDER EQUALITY & WOMEN'S ECONOMIC EMPOWERMENT (2 YEAR CONTRACT; TORONTO OR MONTREAL)**

### **SUMMARY**

Reporting to the Senior Manager, Program Development and Learning, provides technical advice to project staff in application of gender based analysis across all project functions; strengthens capacity of project team to conduct and apply analytical concepts; develops creative tools, processes and templates to improve gender sensitivity in project implementation; facilitates use of organizational learning to enable evidence based decision making.

### **PRIMARY RESPONSIBILITIES**

#### **1. Program Development and Innovation**

- Develops a gender equality and women's economic empowerment (GE & WEE) strategy that can guide CESO, catalyze impact for women and advance women's role as agents of change;
- Develops creative tools, processes and templates to apply gender analysis to develop concepts and ideas to advance the status of women as economic/institutional actors and consumers;
- Supports staff members, volunteers and other stakeholders, to creatively integrate findings from gender-based analysis in project design, implementation, Monitoring, Evaluation & Learning (MEL) and communications;
- Collaborates with the program management team and Advisor, Gender Sensitive Value Chain (GSVC) to develop sector strategies that can guide CESO, catalyze impact for women and advance women's role as agents of change;
- Supports developing ideas for GE & WEE oriented activities in response to local needs and donor priorities;
- Supports the development of action-oriented strategic alliances and partnerships for GE & WEE related initiatives;
- Recommends creative solutions to evolving constraints challenging success of project activities aimed to advance GE & WEE.

## **2. Technical Guidance**

- Supports CESO to advance its role in strengthening GE & WEE by collaborating with Program Managers, field staff and Volunteer Advisors (VAs) to apply tools, processes and templates;
- Actively engages with Program Managers, VAs, field staff, local partners and stakeholders in order to identify opportunities and challenges women face in project countries;
- Supports project team design robustly rationalized gender-sensitive activities in alignment with sector strategies;
- Collaborates with the Advisor, GSVC to support the program management team and incorporate gender based analysis as a core consideration in sector strategies;
- Supports the project team to identify potential partners, develop partnership agreements, define scope of objectives and design feasible project activities and work plans;
- Collaborates with project team members to track progress in implementing operational plans and provides advice for strategic and tactical steering of project activities;
- Provides guidance to manage internal and external risk factors in accomplishing GE & WEE related outcomes.

## **3. Organizational Learning**

- Actively engage in learning about GE & WEE trends, opportunities and challenges, including women's access to economic resources, knowledge, information and business networks;
- Facilitates effective flow of information between the MEL and program management functions;
- Actively engages with the M&E function in GE & WEE focused research and analysis;
- Enables program management staff and VAs to apply GE & WEE related learnings from the MEL system to the projects strategic and operational decision-making;
- Participates in knowledge exchange events and working groups focused on GE & WEE issues;
- Contributes to the development and improvement of processes, tools and templates to strengthen results based management (RBM) in CESO.

## **4. Organizational Capacity Development**

- Supports senior management to identify technical areas where internal capacity development can improve organizational performance in advancing GE & WEE;
- Develops training materials and relevant content to introduce new GE & WEE concepts, ideas, tools and processes to staff, VAs and other stakeholders in Canada and field offices
- Facilitates consultations and workshops with participants in Canada and field offices with the aim to improve effectiveness and efficiency in delivering equitable impact.

## **KNOWLEDGE AND SKILL REQUIREMENTS**

### **QUALIFICATIONS:**

- Must have recent experience of applying GE & WEE concepts in designing and implementation of donor funded economic development projects;
- Professional Degree in an area relevant to the described responsibilities;
- Fluent in speaking, reading and writing English;
- Fluent in speaking, reading and writing French or Spanish an asset;
- 3-5 years relevant experience in research, project design, implementation or MEL;
- Knowledge of RBM and other participatory methodologies in program management;

- Field experience, an asset, in at least one of the following regions - *Sub-Saharan Africa, Latin America, Asia or the Caribbean.*

**ADDITIONAL SKILLS:**

- Excellent conceptual and analytical skills;
- Excellent organizational, presentation, interpersonal and meeting facilitation skills;
- Proactive team player with creative problem solving skills;
- Ability to achieve goals through respectful collaboration in a cross-functional environment;
- Ability to reach consensus in teams representing departments with contending goals;
- Excellent in remote collaboration with team members in different time zones;
- Available for national and international travel, sometimes at short notice;
- Proficiency using MS Office, primarily Word, Excel and PowerPoint.

Please forward your resume, cover letter, including salary expectations, with **Advisor, Gender Equality & Women's Economic Empowerment** in the subject line to:

Jennifer Rovet, Recruitment Manager

[jrovet@ceso-saco.com](mailto:jrovet@ceso-saco.com)

**Application deadline: January 8, 2021**

CESO is an equal opportunity employer.

We appreciate the interest of all applicants, but only those selected for an interview will be contacted.