



Terms of Reference

Africa Regional Gender Equality Advisor – Six-month maternity cover

March 17, 2024

Deadline for receipt of proposals:
March 31st, 2025 at 9:00AM EDT





Africa Regional Gender Equality Advisor – Six-month maternity cover

TERMS OF REFERENCE

Nutrition International is recruiting an individual consultant to perform the duties specified in this ToR. Nutrition International is committed to the fundamental principles of equal employment opportunity. Women are encouraged to apply.

INTRODUCTION

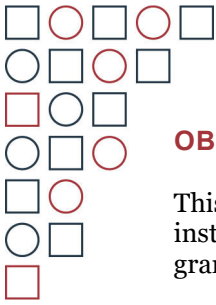
Nutrition International (NI) is a global nutrition organization, headquartered in Ottawa, with a more than 30-year legacy of working to improve the nutrition, health, survival and wellbeing of those with greatest vulnerabilities – often women and adolescent girls. One billion women and girls are held back by malnutrition which has been exacerbated by the COVID-19 pandemic and multiple converging conflicts and crisis. Access to good nutrition is a basic human right and a fundamental component of human dignity. When women and men, girls and boys of all diversities are empowered to claim their rights, it leads to improved health and nutrition for themselves and a better quality of life for their families and communities. The participation and support of men and boys alongside women and girls in reaching gender equality is essential. However, achieving gender equality is impossible when women and girls around the world are twice as likely to suffer from malnutrition.

For Nutrition International to have maximum catalytic impact, gender equality and its relationship to good nutrition is considered across all of our programming. It is important that we contribute to an evidence base and provide examples of how gender equality and nutrition can mutually bolster the 2030 Agenda for Sustainable Development. Nutrition International has program activities in over 60 countries, with regional offices in both Kenya and India as well as country offices in Kenya, Tanzania, Ethiopia, Nigeria, Senegal, Malawi, India, Bangladesh, Pakistan, Philippines and Indonesia.

BACKGROUND AND RATIONALE

Nutrition International employs a full time Regional Gender Equality Advisor in the Africa region. This role acts as a principal resource on gender equality and social inclusion for our programs across Africa. This is done through supporting gender analyses and action planning, training and capacity building for project staff and local partners, identifying and assisting in monitoring gender equality outcomes and indicators.

This six-month maternity cover consultancy will occur during a key transitional period for the organization as we are in the process of closing one institutional grant (2018-2025) and starting the inception phase for the next grant (2025-2031). As well as supporting country teams with reporting and project design, this consultancy will support the revision and development of key tools to implement Nutrition International’s recently updated Program Gender Equality Strategy.



OBJECTIVES OF THIS CONSULTANCY

This consultancy will support key activities and deliverables related to the closure of one institutional grant as well as the design and start-up of new programs under the subsequent new grant.

The consultant will be expected to establish regular meetings with Gender Focal Points within the Africa region and other members of the Country office as required to support key deliverables. The consultant will also work with members of the Global Gender team, Monitoring, Data, and Learning (MDL) team and wider Programs Unit.

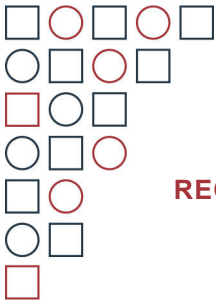
Key activities are as follows:

- Work closely with the Senior Gender Equality Specialist to update existing tools and develop new tools (including a gender equality in nutrition Theory of Change) to support the design phase for new grant.
- Provide quality assurance of gender integration within project planning, implementation, and reporting documentation as required. This includes in-depth reviews and analysis of project related documentation to ensure triangulation of key gender findings.
- Participate in and lead discussions with program staff on Theory of Change for gender equality in nutrition programming.
- Provide technical support to country offices in the implementation of gender-specific components within projects and/or program activities.
- Support program staff within country teams to monitor and performance manage sub-contractors for SGBAs and any other gender-related work.
- With the support of the MDL team, monitor and report on gender equality outcomes and indicators and fill gender data gaps using NI gender indicators and tools.
- Strengthen the capacity of staff through introductions and specific gender equality training sessions.
- Work with gender focal points to analyze and synthesize key learnings and create project and/or context specific knowledge translation products which highlight NI's contribution to gender equality outcomes within nutrition programming.

Travel within the region as required – a minimum of two trips (each lasting one to two weeks) is expected.

DELIVERABLES

- Six-month workplan
- Gender equality narrative sections for five country reports (Kenya, Tanzania, Ethiopia, Nigeria and Senegal) as part of annual reporting to Global Affairs Canada
- Development of one gender equality knowledge translation product in each of the five countries
- Updated sex- and gender-based analysis toolkit, gender marker and one other tool as agreed



- Tracker monitoring level of gender-responsive design in each country

REQUIRED COMPETENCIES AND KNOWLEDGE

- Post-graduate university degree or equivalent in development studies, social development, gender studies, or equivalent
- A minimum of seven years work experience in social development, gender equality and social inclusion analysis and implementation
- Significant experience supporting gender mainstreaming in the design and planning of new programs
- Demonstrated experience working in and/or strong knowledge of NI's core areas of work such as maternal nutrition, sexual and reproductive health, adolescent nutrition and health, and/or infant and child survival programming
- Significant experience integrating gender within results-based management frameworks and MEAL systems
- Experience working with a range of donors and strong knowledge base of donor expectations regarding gender equality and mainstreaming is an asset
- Knowledge and experience of using mixed methods (qualitative and quantitative) research as well as experience in supporting qualitative monitoring processes
- Demonstrated experience of using participatory methodologies and approaches, participatory rapid appraisal and human-centered design
- Experience creating high quality learning products which showcase gender equality approaches within a public health program
- Excellent interpersonal skills, cultural sensitivity and ability to communicate effectively (oral and written) in English. Ability to communicate in French is an asset
- Able to work as part of a multicultural global team in a dynamic and growing organization

LOCATION

This consultancy is intended to be a hybrid position and the successful candidate will be expected to engage in an office working environment at least two days a week. Preference will be given to candidates who are based in one of our six core countries of operation in Africa.

SUPPORT

The successful bidder will be line managed by the Senior Gender Equality Specialist and will be supported by selected members of the Monitoring, Data and Learning team in the Regional Office and Headquarters.

PROPOSAL

Interested candidates should submit the following documents in English by email to gender@nutritionintl.org no later than **March 31st, 2025 (9:00AM EDT)**

- Technical proposal that will include a cover letter, availability, information on experience in line with the required competencies and knowledge for this position, and draft implementation plan
- Financial proposal in CAD and local currency including daily rate
- Detailed CV with three references
- Two samples of previous work

Please include in the subject line for submission: Consultancy – Regional Gender Advisor (Africa) maternity cover

This is a short-term consultancy expected to start on **April 28th, 2025** and last until **October 31st, 2025 (six-months)** with a monthly LOE of 15-20 working days.