



**International Center for Not-for-Profit Law, LLC
Gender and Social Inclusion Consultant for Tajikistan**

The International Center for Not-for-Profit Law and its affiliates (ICNL) work worldwide to strengthen the legal framework for civil society, civic participation, and philanthropy. Our partners include civil society organizations, governments, and international bodies. Please visit our website at www.icnl.org. ICNL, LLC is seeking a Gender and Social Inclusion Specialist Consultant to support program design, monitoring and evaluation for ICNL's USAID-funded civil society support program in Tajikistan. The position is a consultancy and does not require physical presence in Tajikistan.

Background

The Tajikistan Legal Support Program (LSP), supported by the United States Agency for International Development (USAID), is a new civil society and rule of law activity in Tajikistan implemented by the International Center for Not-for-Profit Law (ICNL) in partnership with the American Bar Association Rule of Law Initiative (ABA ROLI) and local partners. Starting from October 2021, LSP supports a more robust civil society that can better protect citizen's rights and increase the responsiveness of the justice sector in Tajikistan to better serve citizens' needs.

LSP addresses this goal through three program objectives:

- Improved legal enabling environment for civil society to effectively engage, monitor, and advocate in public policy development
- Enhanced civil society role in legal empowerment of citizens through legal awareness, advocacy and participation to use laws to find solutions to their legal problems
- Improved professional competence of the judiciary, legal profession, and lawmakers to provide all members of society with more effective and responsive services

LSP is conducting a GESI (Gender and Social Inclusion) Analysis in the initial phase of the program to identify gaps and opportunities for maximizing gender and social inclusiveness in all activities, leading to the development of a comprehensive Gender and Inclusive Development Action Plan (GIDAP). The GIDAP will serve as a key element of the program's overall Activity Monitoring, Evaluation, and Learning (AMELP) Plan so that gender and social equity can be measured and effectively addressed.

LSP is **seeking a qualified consultant for a two-month assignment, based on the following tasks:**

- Lead the development of a GESI analysis informed by local research and baseline analyses of Tajikistan's GESI context and USAID GESI priorities in order to integrate gender and social inclusion into all LSP activities;

- Identify constraints and opportunities for the full participation of women, poor, and marginalized communities into LSP activities;
- Formulate recommendations from the GESI analysis into development of a Gender and Inclusive Development Action Plan (GIDAP);
- Provide recommendations on inclusion of GESI-sensitive indicators and strategies into LSP's AMELP plan; provide guidance on data collection to maximize relevance and impact of proposed indicators, as well as to ensure constant learning and improvement; and
- Provide training to LSP staff to improve knowledge and capacity in the implementation of a program that is sensitive and responsive to gender and social issues.

Expected outputs

- Comprehensive GESI analysis report based on review of LSP program documents and local research;
- GIDAP with specific recommendations/actions for integrating gender and social inclusivity into all program activities;
- Specific gender and social inclusivity-related program indicator recommendations based on the GIDAP and review of LSP's Activity MEL Plan; and
- Training for LSP staff on utilizing gender equality and social inclusivity approaches during implementation of the program.

Desired qualifications

- Advanced degree in gender studies, public health, sociology, disability studies, international development, or other relevant fields;
- A minimum of five years of progressive experience in gender and/or social inclusion research and analysis – specific experience with USAID-funded projects strongly preferred;
- Demonstrated application of GESI best practices;
- Strong knowledge of gender and global development issues, preferably with understanding of USAID's approach to gender equality, MEL and CLA
- Successful experience providing technical assistance to support the integration of GESI issues in donor-funded projects;
- Demonstrated capacity to lead the collection, analysis and utilization of data and information from a broad range of sources to ensure effective integration of GESI concerns in project programming;
- Experience integrating GESI into MEL plans;
- Experience working in CAR or Tajikistan civil society and/or rule of law programs preferred;
- Russian fluency required; English and Tajik fluency preferred;
- Strong communications skills.

To apply, please e-mail your cover letter and CV to recruitment@icnl.org. **The deadline for applications is December 27th, 2021.** Only short-listed candidates will be contacted.

ICNL, LLC is an equal opportunity employer.