



UNITED NATIONS INDUSTRIAL DEVELOPMENT ORGANIZATION
TERMS OF REFERENCE FOR PERSONNEL UNDER INDIVIDUAL SERVICE
AGREEMENT (ISA)

Title:	Gender Specialist
Main Duty Station and Location:	Beirut with travel to project sites
Mission/s to:	Not applicable
Duration and type of contract	2 Months (WAE)
Start of Contract (EOD):	As soon as possible
End of Contract (COB):	31 December 2018
Number of working days	30 days

ORGANIZATIONAL CONTEXT

The Programme Development and Technical Cooperation Division (PTC) of UNIDO is responsible for providing technical cooperation services on technological and economic issues. Within PTC, the AGRI Branch through its technical assistance, links resources and markets in the agribusiness value chains and strengthens forward and backward industrial linkages in order to leg up the economic transformation of countries, improve employment and income opportunities, and reinforce sustainable livelihoods.

Technical cooperation and capacity-building services are provided to agro-based and agro-related businesses and industries, inter alia, in the food, leather, textiles, wood and agricultural equipment sectors.

PROJECT CONTEXT

Since 2011, UNIDO has been supporting the agro-industrial sector through the Community empowerment and Livelihoods Enhancement project (CELEP) project by helping local micro and small industries to cope with the crisis and training unemployed affected communities on market oriented professional skills in technical sectors.

Through the three phases of the CELEP, 68 MSMEs and 20 agricultural cooperatives were directly supported by specialized equipment, civil works and capacity building development and more than 2000 Households benefited indirectly from the project activities.

In addition to upgrading the quality and quantity standards of the products as previously done during phases I&II&III, this follow up phase will focus on innovation and creativity. An in-depth assessment of the Lebanese agro-food value chains will be done during the inception phase, which will help understanding the export capacity of small producers and cooperatives and identifying the barriers for trade. This project will be the first focusing on product development, introduction of creativity tools and innovation for Lebanese products.

Building on UNIDO's expertise, this project will target a number of MSMEs and agricultural cooperatives and will mainly consist of (i) the identification of a number of Lebanese authentic agro-food value chains having the potential to compete locally and internationally based on a technical study to be conducted; (ii) the provision of technical assistance and inputs to upgrade selected agro-processing facilities especially micro, small- and medium-enterprises (M&MSMEs) and agricultural cooperatives; (iii) the development of creativity tools and new products; and (iv) the development of marketing tools in order to facilitate market access.

Under the overall supervision of the Project Manager (PTC/AGR/RJH) at the UNIDO Headquarter and the National Project Coordinator in Beirut, the gender specialist expert will be responsible of the following tasks:

DUTIES	CONCRETE/ MEASURABLE OUTPUTS
<ul style="list-style-type: none"> Advocate for the inclusion of gender issues in project formulation, raising relevant gender issues relevant to project. 	<ul style="list-style-type: none"> Gender related issues included during the formulation of the project activities
<ul style="list-style-type: none"> Collect sex-disaggregated baseline data that will be used to monitor gender impacts. 	<ul style="list-style-type: none"> Baseline established
<ul style="list-style-type: none"> Assess the gender "awareness" and "sensitivity" of project beneficiaries and stakeholders. 	<ul style="list-style-type: none"> Assessment of gender awareness/sensitivity of project stakeholders is undertaken
<ul style="list-style-type: none"> Conduct gender sensitization training for project staff at all levels and maintain the desired level of gender awareness. 	<ul style="list-style-type: none"> Gender sensitization training is conducted
<ul style="list-style-type: none"> Assist in the recruitment of project staff to ensure gender equality in recruitment and a gender focus in staff competencies to support implementation of gender activities. 	<ul style="list-style-type: none"> Site visits are conducted and data is collected on a regular basis
<ul style="list-style-type: none"> Conduct regular site visits to monitor implementation of gender activities, collect sex-disaggregate data on gender responsive targets and indicators, and prepare corresponding progress reports. 	<ul style="list-style-type: none"> Gender results are systematically monitored and regularly reported
<ul style="list-style-type: none"> Identify any unanticipated risks and/or negative gender impacts. Adjust and/or develop project activities to mitigate these issues as needed. 	<ul style="list-style-type: none"> Unanticipated risks and/or negative gender impacts, if any, are identified and addressed
<ul style="list-style-type: none"> Engage and provide, if necessary, support to the relevant government agencies, NGOs, community-based organizations, and women's associations or groups whose work focuses on gender and the specific area of intervention to facilitate collaboration and enhance gender results of project implementation. 	<ul style="list-style-type: none"> Relevant government agencies, NGOs, community-based organizations, and women's associations or groups, in country are identified and regularly consulted throughout the project

MINIMUM ORGANIZATIONAL REQUIREMENTS

- **Education:** Advanced university degree, with diploma in gender and women's study, international relations, social science, economic, engineering, or any other related field.

Technical and Functional Experience:

- At least 5 prior relevant experience (5+ year) in conducting gender analyses and assessments in no less than 2 sectors such as economic growth, food security and nutrition, resilience and monitoring and evaluation.
- Have a solid understanding of key gender equality and women's empowerment.
- Ability to work with minimal supervision and strong problem solving skills.
- Ability to work as a member of a team with good inter-personal communication skills.
- Familiarity with the UN mandate and activities in Lebanon as well as with Lebanon's current socioeconomic context.
- Strong knowledge of Microsoft Office.
- Strong planning and organization skills.
- Strong communication skills (oral & written).

Languages: Fluency in written and spoken English and Arabic is required. Working knowledge of another official UN language (French) would be an asset.

REQUIRED COMPETENCIES

Core values:

1. Integrity
2. Professionalism
3. Respect for diversity

Core competencies:

1. Results orientation and accountability
2. Planning and organizing
3. Communication and trust
4. Team orientation
5. Client orientation
6. Organizational development and innovation

APPLICATION

Interested applicants should submit their CVs to: n.barakat@unido.org and point out to the reference of the announcement which is **UNIDO – Gender Specialist**