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| **Job title** | Gender Expert |
| **Procuring Entity** | Environmental Protection Agency (EPA) |
| **Programme/Project**  | Enhancing the Resilience of Vulnerable Coastal Communities in Sinoe County of Liberia |
| Program/Project Number/ **GEF Project ID number** | 10376 |
| **Activity result** | Development of three Climate Responsive Gender Action Plans for each County's Resilience Plans |
| **Assignment** | To Develop one Gender Action Plan for each county–Sinoe, Grand Bassa, and Maryland Counties Resilience Plans (Three Gender Action Plans)  |
| **Location** | Sinoe, Grand Bassa, and Maryland Counties | **Duration** | 30 Days |
| The EPA is Liberia's principal authority for environmental management. It coordinates, monitors, supervises, and consults with relevant stakeholders and sector Ministries, Agencies, and Commissions (MACs) on all activities related to protecting the environment and sustainable use of its natural resources.The Government of Liberia (GoL), through the EPA and the United Nations Development Program (UNDP), and with funding from the Global Environmental Facility (GEF), received funding for the project “Enhancing Resilience of Vulnerable Coastal Communities in Sinoe County of Liberia (ERVCCS).” EPA is the project's Executing Entity. It is financed by a GEF Trust Fund grant and co-financed by UNDP and the GoL.The project aims to build on existing projects to strengthen the resilience of vulnerable coastal communities and their livelihoods to the impacts of climate change, focusing on women and youths. Specifically, project interventions include 1) Strengthening Institutional Capacity for Climate Change Adaptation Planning, 2) Supporting Innovative Technologies for Climate Information and Communication Management, 3) Introducing Hybrid Adaptation Solutions, and 4) Supporting Resilient Livelihood Diversification through Training and Improved Access to Finance. The majority of the above interventions will target all coastal counties in Liberia. In contrast, hybrid adaptation interventions will be explicitly implemented in Sinoe County, one of the country’s most vulnerable coastal counties.The impacts of climate change, combined with non-climatic drivers, such as sand mining, the expansion of agricultural areas, unsustainable fishing, pollution, and inadequate drainage systems, compromise the resilience of Liberian communities' ecosystems along the coastline. Consequently, local communities and ecosystems are experiencing increased coastal flooding and erosion, saltwater intrusion into groundwater supplies, waterlogging of inland areas, and sedimentation of rivers and freshwater resources due to Sea Level Rise (SLR) and higher-intensity rainfall events. The vulnerability of communities and ecosystems occurs through I) inundation and consequent damage of coastal infrastructure, II) loss of fishery and agriculture-dependent livelihoods, III) decrease in stable income generation for coastal communities, IV) increase in conflict and competition over resources within communities, V) decrease in food and nutrition security, VI) increased risk of vector- and waterborne diseases through waterlogging, and VII) increased pressure on surrounding ecosystems to compensate for the reduced provision of services from coastal, wetland and mangrove ecosystems. In addition, the vulnerability of Liberia’s coastal communities and their resilience to climate change, particularly in Sinoe County, is exacerbated by the limited capacity of GoL to provide essential services and adequate support for, among other things, water and sanitation, healthcare, utility-scale energy, and road infrastructure.As a result, coastal communities in Liberia are threatened by damaging floods and erosion, both of which are increasing due to sea level rise and other impacts of climate change, such as increasingly intense rainfall events and the current limited financial and technical capacity at the national and county levels to address these threats.  |
| **OBJECTIVE**This consultancy aims to mainstream gender considerations, promoting gender equality in the Sinoe, Grand Bassa, and Maryland Counties Resilience Plans by developing one Gender Action Plan (GAP) for each of these selected counties. These CRPs will include an assessment of climate change priorities and challenges for the country, and country-specific plans to ensure the climate resilience of these selected counties by incorporating the implementation of ICZM, adaptation options, and gender responsiveness measures. Accordingly, national and county-level stakeholders will be contracted to develop gender-responsive CRPs. Hence, a national gender specialist must work closely but independently to develop accompanying Gender action plans for each CRP parallel to its objectives. |
| **DUTIES AND RESPONSIBILITIES*** Conduct a detailed desk review on gender-responsive assessment of climate change and challenges that will accompany all CRPs that will be developed by the county and national-level stakeholders;
* Conduct a detailed gender analysis of climate adaptation policies and development strategies for each of the three counties (Sinoe, Grand Bassa, and Maryland Counties), particularly emphasizing gender issues and the need for intervention to promote climate change adaptation-orientated development with a focus on planning and budgeting at the county level;
* Assess the existing practices of men, women, youth, and people living with disabilities within these communities; assess to what extent these practices take into account future climate change scenarios such as increasing variability in rainfall and coastal erosion;
* Develop a clear roadmap or flow chart outlining how gender will be mainstreamed in enhancing the resilience of the affected counties through planning and budgeting and how these processes will impact the implementation of Integrated Coastal Zone Management and Sea River Defense Management guidelines.
* Collect sex-disaggregated data that could be used to monitor potential gender impacts on development planning and budgeting;
* Identify and consult with government agencies NGOs, community-based organizations, and women’s associations or groups that focus on gender and their specific area of intervention that can be utilized by the project;
* Document recommendations for sustaining and strengthening gender capacity-building efforts related to budgeting and planning of development that offset climate change risks while integrating gender-responsive ICZM principles;
* Development of monitoring tools, templates, and other relevant documents to assess resilience efficiency, effectiveness, impact, and sustainability;
* Development of appropriate gender-sensitive strategies for each county, beginning at the community level

 * Collaborate with local stakeholders, government agencies, and community representatives to ensure the effective and evidence-based design of these Gender Action Plans
* Carry out other activities as requested by the Gender Officer and PMU
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| **EXPECTED OUTPUTS AND DELIVERABLES**The National Gender Expert is expected to develop one gender action plan for each county (Sinoe, Grand Bassa, and Maryland) |
| **CONTRACT AND REPORTING REQUIREMENTS:**The National Gender Expert shall report directly to the PMU through the Project Manager under the supervision of the Energy and Environment Coordinator of the Environmental Protection Agency. The National Gender Expert shall work closely with the Project Gender Officer during this consultancy period. Regular updates and meetings shall be held for effective collaboration and supervision. The National Gender Expert shall be recruited for 30 days under a Service Contractual agreement. The EPA reserves the right to rescind the contract during that period should the performance of the Gender expert not meet its requirements. |
| **QUALIFICATIONS*** ***Education***

The Gender expert must have a Master’s degree in a relevant area such as Gender studies, Social Sciences, Sociology, Social Work, Rural Development, Environmental Sciences, Developmental studies, or other relevant disciplines.* ***Experience***
* Must have at least 3–5 years of proven experience as a Gender Specialist in or out of Liberia.
* Must have worked on a UNDP, GEF, World Bank, or any mega-project sponsored by an international donor.
* Must have strong experience in developing Gender Action plans or other related plans;
* Must have experience in gender and development roles in an area similar to the specific area of intervention;
* Having experience in integrating gender into development planning and climate change is an added advantage.
* **Competencies and skills**
* Excellent interpersonal communication and facilitation skills**;**
* Experience with stakeholders’ engagement in gender establishment training oversight and management;
* Ability to identify stakeholders’ needs and deliver them promptly and accurately;
* Tolerant, culturally sensitive, and knowledgeable in dealing with the local environment
* Ability to work under tight timelines and minimum supervision but maximum productivity;
* Familiar with gender challenges in Liberia and Liberian rural communities.
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| **SUBMISSION OF APPLICATION**Interested candidates should submit a CV and a one-page cover letter to the address below or by email at maldonakarway1@gmail.com indicating their suitability for the post. All interested candidates are to address their applications, containing a **cover letter, CV, financial and technical proposal**, to the following address:**PLEASE ATTENTION ALL EXPRESSIONS OF INTEREST TO THE EMAIL BELOW:****Mr. Maldona K. Karway****Procurement Officer****Enhancing the Resilience of Vulnerable Coastal Communities in Sinoe (ERVCCS)****Environment Protection Agency (EPA)****4th Street Sinkor****1000 Monrovia, 10 Liberia****P.O. Box 4024**Applications can also be received by email  maldonakarway1@gmal.com. **Please indicate “Climate Responsive Gender Expert” in the subject line.** **\*Female candidates are highly encouraged to apply!**The closing date for submission of applications is 4:00 PM on March 14, 2025. Any submission received after this deadline will not be considered. Only applicants who meet the requirements outlined in the terms of reference will be evaluated. NOTE: This information is also posted on <https://www.emansion.gov.lr/>, <https://www.epa.gov.lr/>, <https://www.undp.org/>, [www.mme.gov.lr](http://www.mme.gov.lr) and can be found in local dailies. |
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