

Terms of Reference Job Description

Post title:	National Gender Specialists (2 POSITIONS) (Part time)
Project title:	GEF GOLD Mongolia-Philippines: “Contribution toward the elimination of mercury in the artisanal and small-scale gold mining (ASGM) sector: from miners to refiners”
Duration:	60 months (Part-time, approx. 18.75 hours/week)
Expected Start Date	April 15, 2019
Duty station:	1 in Ulaanbaatar (MONGOLIA) & 1 in Manila (PHILIPPINES)
Salary:	Will be determined by experience and qualifications and paid in local currency.
Application Deadline	Open until filled

BACKGROUND

Organizational context

Based in Victoria, Canada, the Artisanal Gold Council (AGC) is a not-for-profit organization dedicated to improving the working conditions, opportunities, environment and health of the millions of people involved in Artisanal and Small-Scale Gold Mining (ASGM) in the developing world. The AGC helps to improve the global gold sector by promoting better practices in ASGM through technology transfer, policy development and awareness raising. The AGC consists of a core staff, associates and a council of experts (Board of Directors) in areas of ASGM, economics, sustainable development, social responsibility, human and environmental health, and gold production and extraction. For more information about the AGC and its projects, please visit www.artisanalgold.org.

Project description

The GEF supported programme “Global Opportunities for the Long-term Development of the ASGM sector (GEF GOLD)” has been designed to address the key issues linked to continued mercury use and provide sustainable development opportunities for the communities involved.

The objective of the proposed project is to contribute towards the elimination of mercury in the ASGM sector by applying a supply chain approach from the miners to refiners. The project has four components. UN Environment is implementing components 1, 2 and 4 on (i) formalization, (ii) finance and market access, and (iv) knowledge management, respectively, while UNIDO is responsible for component 3 on technology transfer.

The project is expected to demonstrate: 1) government incentives to formalize the ASGM sector in Mongolia and Philippines are increasingly adopted by miners, 2) national governments guiding the creation of ASGM fund to allow miners to invest in mercury free technologies and access responsible gold markets; miners able to sell their gold directly into a transparent supply chain, 3) reduced mercury releases by the ASGM sector in both countries, and 4) ASGM communities and government agreeing on an approach to reach all ASGM communities in each country.

MAIN DUTIES AND EXPECTED OUTPUTS/OUTCOMES

The National Gender Specialist is responsible for providing strategic input and advise on gender at a project and country specific level. They will be responsible for customizing and ensuring the success of a variety of gender outcomes within the project.

Activities include but are not limited to participating in project design and planning, developing project activities, conducting gender awareness raising activities, ensuring good gender mainstreaming practices, designing and helping to implement meaningful monitoring and evaluation protocols, helping to document project results, and supporting project staff as needed.

They have exceptional knowledge, skills and experience in the domains of gender issues and international development as well as expertise in project monitoring and evaluation.

Main Duty	Output	Timing
Advising and supporting national project team on gender issues in ASGM	National project team are well-versed in gender issues	Ongoing
Customizing guidance and protocols for gender mainstreaming of projects	Documenting guidance	Ongoing
Working with NPM to ensure that a sound gender analysis informs project design and management, and identify strategic actions to be undertaken to improve the quality of project implementation	Gender analysis integrated into project implementation	Ongoing
Conducting reviews and analysis of national policy, legislation, regulations, guidance and protocols through a gender focused lens	Policy analysis reports completed	Ongoing
Participating in knowledge networks and communities of practice through publications, presentations and collaborations with other institutes.	Collaborations take place	Ongoing
Representing the project at national events and fora	Event participation takes place	Ongoing
Conducting gender training and capacity building workshops in ASGM communities, with government officials and other project stakeholders	Training workshops are held	As per work plan
Collecting baseline gender data	Baseline report produced	As per work plan
Developing strategic partnerships in support of this project and its implementation	Strategic partnerships built	As per work plan
Producing thematic reports and progress reports for funders and partners	Reports produced	As per work plan
Field trips could include designing and carrying out research, monitoring or evaluation activities including but limited to conducting interviews and focus groups, facilitating group discussions, hosting educational events, and supervising and coordinating the work of project staff.	Field trips are successful	As per work plan



REPORTING

Regular calls will be organized among the Gender Specialist, NPM, and, if needed, other AGC staff to ensure that the activities are undertaken in a satisfactory, timely and cost-effective manner. Every quarter, the Gender Specialist is expected to submit brief gender issue update reports to the NPM.

QUALIFICATIONS

- A Master's or bachelor's degree or equivalent in gender studies, international development, human rights or other related discipline
- Demonstrated experience conducting policy analysis and designing and carrying out research
- Significant work experience implementing international programming with gender equality outcomes
- Comfort working with a wide range of people across cultures and in a variety of professional contexts
- Good communication and excellent public speaking skills
- Exceptional organisational skills
- Motivation to complete tasks independently and the ability to work as a cohesive member of a project team
- The ability to travel when required
- Experience working in resource development, in particular, the mining sector.

LANGUAGE REQUIREMENTS:

- Fluency in written and spoken English is a must.
- Knowledge of other local languages is an asset.

To apply to this position please send a cover letter and resume, in English, stating the job title in the subject line, to careers@artisanalgold.org.