

Position: Gender Expert

Location: Bangalore

Type of employment: Full Time

**Role:**

1. Anchor all gender related studies within the organisation
2. Lead qualitative and quantitative gender research studies
3. Manage field research teams
4. Provide technical expertise/ inputs to teams working on assignments relating to Gender
5. Guide a team of 3-4 people implementing assignments
6. Deliver assignments within agreed timelines and as per plan
7. Lead business development by generating relevant leads, writing proposals, pitches and acquiring business
8. Lead Strategic positioning (physical and virtual) and represent in policy forums including workshops, conferences and social media by projecting the group's work and stance
9. Lead partnership development and relationship maintenance relevant to the theme

**Education:**

Master's degree or equivalent in gender studies, women's studies, social sciences, international development, international relations or other development-related fields.

**Age:**

No Restrictions

**Experience:**

A minimum of 5 years of progressively responsible experience in development, focused on providing policy advice, technical assistance and/or programming around gender equality, women's empowerment and women's rights issues; part of which should also include previous field experience. Preferably have experience in writing and publishing research papers in relevant national/international journals and forums.

**Knowledge/ Skills:**

1. Excellent /in-depth understanding of gender and gender related issues
2. Evaluating gender mainstreaming agendas across a variety of sectors
3. Good /in-depth understanding of evaluation frameworks
4. Excellent oral and written communications
5. Excellent analytical and documentation skills
6. Critical and Analytical thinking

## 7. Team Management

### **Work Ethics:**

Timely delivery of tasks with focus on quality and consistency

1. Must work with a sense of urgency
2. Continually strives for excellence ensuring that all work is completed to agreed standards and enhances the image of the organisation
3. Willingness to invest in self-development and demonstrate that investment in work norms and outputs
4. Willingness to try new ways of working and turn ideas into action so that the organization is capable of adapting to the changing business environment
5. Encourages learning and sharing of knowledge

### **Core Values:**

The ideal incumbent will demonstrate qualities of empathy, commitment to community, will be open to new ideas and ways of doing work and achieving results, demonstrate a degree of creativity, flexibility in working hours, be mobile to travel frequently, build and sustain relationships both with internal and external teams across multicultural set up.

### **Measurement/ Assessment:**

The incumbent will be measured on the accomplishment and delivery of all components of the role as they are agreed upon between the incumbent and the reporting officer.

The measurement will also include demonstrated elements of commitment, passion, accountability, ideation, flexibility, accessibility, and system and process management as well as the expected work ethics.

### **Growth Opportunities:**

The organization has an open policy of growth based on opportunity, demonstrated personal growth, and personal aspirations. It is not a norm that growth will take place vertically only. But emphasis will be laid on individual choices and the investments that he/ she has made in himself to fit the role that is open to be filled.