



African Forest Forum

A platform for stakeholders in African forestry

Terms of Reference

Gender Consultant

November 2019

INTRODUCTION

The African Forest Forum (AFF) is a pan-African non-governmental organization with its headquarters in Nairobi, Kenya. It is an association of individuals who share the quest for and commitment to the sustainable management, use and conservation of the forest and tree resources of Africa for the socio-economic wellbeing of its people and for the stability and improvement of its environment. The purpose of AFF is to provide a platform and create an enabling environment for independent and objective analysis, advocacy and advice on relevant policy and technical issues pertaining to achieving sustainable management, use and conservation of Africa's forest and tree resources as part of efforts to reduce poverty, promote gender equality, and economic and social development.

Through all its programmes and activities, AFF seeks to promote the empowerment of all marginalized groups particularly women and youth, who have remained vulnerable to the impacts of climate change and whose representation, priorities and needs are seldom addressed adequately in forestry sector plans and activities. AFF policy is to have project activities organised in ways that secure gender sensitivity and responsiveness. In this regard, AFF is recruiting an expert to explore to what extent this policy has been successful and how AFF's activities can be made more inclusive by including gender and other considerations.

OBJECTIVE

To evaluate ways through which AFF can improve institutional and management capacity for mainstreaming gender more effectively in its plans and activities.

KEY TASKS

The recruited expert will undertake the following tasks:

Task 1: Carry out gender analysis in the programmes, plans and activities undertaken by AFF

In this task the expert is expected to:

- a) Evaluate individual AFF staff capacity needs to mainstream gender into their work;
- b) Conduct a thorough assessment/audit on gender considerations in existing plans and activities;
- c) Review existing gender policies and propose measures for improvement; and
- d) Support AFF's technical units in designing gender sensitive plans and activities and relevant reporting tools

Task 2: Prepare a gender mainstreaming strategy to guide implementation of AFF activities

Task 2: Orient project staff and relevant stakeholders

- Train and build the capacity of AFF staff, Governing Council members and partners on gender issues and application of practical tools for mainstreaming gender in projects and work operations.

EXPECTED DELIVERABLES

1. Inception report from the review of documentation at AFF, and interviews with AFF staff.
2. Gender mainstreaming
3. Training manual/guide to guide gender awareness and mainstreaming activities

QUALIFICATION AND EXPERTISE

- a) Master's degree in gender studies, social science or any related discipline;
- b) At least 5 years of progressively responsible, professional level working experience in the above fields;
- c) Demonstrated understanding and experience in developing and leading gender responsive strategies and programmes;
- d) High level of research competence and abreast of current research and best practice in gender issues;
- e) Proven experience of providing technical expertise of this nature to national governments, NGOs, private sector and community-based/ civil society organizations (CBOs/ CSO); and
- f) Excellent oral and written communication in English, analytical and presentation skills.

HOW TO APPLY

Attach all the supporting documents, including CV, letter of application, and submit by e-mail with subject line: **EXPRESSION OF INTEREST FOR AFF GENDER CONSULTANT** addressed to: g.kowero@cgiar.org with a copy to: d.gitonga@cgiar.org and l.awiti@cgiar.org

DEADLINES

Applications must be received by the Secretariat before or by **30 November 2019**. Only successful applicants will be contacted.