



CONSULTANCY ADVERTISEMENT

Gender and Inclusion Research Consultant

USAID/South Sudan Monitoring, Evaluation, and Learning Support Activity

Short-term Technical Assistance (STTA) position with potential travel to Juba, South Sudan

August 2022



Introducing Integrity

Integrity is an ethical consultancy and service provider working in challenging and complex environments around the globe.

We help our clients succeed in fragile and challenging environments while building trust and understanding as the basis for transformative change. We work across all phases of the programme and project cycle, delivering eleven complementary services: monitoring, evaluation and learning / data and knowledge management / research, evidence and analysis / advisory / project management / communications / risk management / technical assistance / capability and capacity development / stakeholder engagement / grant and fund management. Our services are underpinned by the principles on which we were founded, a commitment to providing reliable information and evidence, and expert and high-quality delivery.

Headquartered in London and Washington DC, Integrity also has offices in Jordan, Kenya, and Pakistan. Our multi-national team of over 60 deliver multi-year projects, programmes and consulting assignments to a wide range of government clients, international organisations, foundations and private sector clients.

Vision: Integrity sets the international standard for ethically delivered, expert services in complex and challenging contexts. Our work helps create stability, accountability and prosperity.

Mission: Based on evidence and learning, we help clients and communities to build trust and understanding as the basis for transformative change. We do not advocate: we listen, comprehend and recommend.

Commitment: Integrity upholds the highest ethical standards in our service delivery, our employment of staff and our interaction with people. Through adherence to our core values, we ensure not only that our clients receive the best possible service but that we benefit the individuals and communities amongst whom we work.

Further information about Integrity can be found at www.integrityglobal.com.

Project Background

The MELS activity serves as the Mission's primary mechanism for monitoring, evaluation, and learning and adaptive management services for ongoing activities and programs. In a dynamic operating environment, MELS provides USAID/South Sudan with flexible, demand-driven technical, analytic, and advisory support in order to strengthen collaboration, learning and adapting (CLA); promote institutional memory; produce monitoring, evaluation, learning products as appropriate; strengthen knowledge management and organizational learning (KMOL), organizational effectiveness and operational efficiency; and strengthen data-driven decision-making through an efficient use of GIS and other innovative spatial analysis.

Scope of Work

Conduct a gender and inclusion audit of USAID/South Sudan's programming, focusing on adherence to policy and the capacity of USAID/South Sudan implementing partners to integrate gender into their activities.

The audit is intended to consider mechanisms established by implementing partners to integrate gender throughout USAID-funded activities, share experiences, best practices and innovative approaches that promote gender-inclusive interventions during activity implementation, monitoring, and evaluation. It will also focus on advancing gender-related issues that align with USAID/South Sudan's development objectives and intermediate results.

This is a Short-Term Technical Assistance (STTA) position with a period of performance of early August to end of September. Travel to Juba, South Sudan may be required.

Terms of Reference

- Conduct a gender and inclusion audit consisting of a document review and primary data collection through a survey.
- Lead key informant interviews for USAID/South Sudan and implementing partners.
- Produce a gender assessment report to understand the existing capacities and gaps.
- Provide recommendations for gender integration by implementing partners.
- Consult with other Integrity Global and/or MSI staff as needed.

Your Experience and Expertise

- Bachelor's degree in a social science or other relevant fields is required.
- Minimum of five years of technical experience conducting USAID gender and inclusion analyses, assessments, and/or gender audits is required.
- Familiarity with South Sudan's gender dynamics and issues related to inclusion.
- Experience with rapid data collection and analysis including developing data collection guides, literature reviews, and questionnaires required.
- Excellent interpersonal skills.
- Must be able to maintain stable internet, use video conferencing software.
- Must be available for travel to and within South Sudan, if required. Travel will only be approved based on security considerations, including COVID-19 contexts.

Languages:

- Written and oral fluency in English, with the ability to write clear and compelling narrative.
- Oral and written fluency in one or more South Sudanese languages is preferred.

How to Apply

If you are interested in applying for this position, please complete the application form at www.integrityglobal.com/apply and attach a CV and Cover Letter at the bottom of your application.

The closing date for applications is **19th August 2022**. However, we will review candidates on a rolling basis and the vacancy may be filled before this deadline. **We encourage early applications.** Please be advised that only shortlisted applicants will be contacted.

Integrity is an equal opportunities employer. And positively encourages applications from suitably qualified and eligible candidates regardless of sex, race, disability, age, sexual orientation, gender reassignment, religion or belief, marital status, or pregnancy and maternity. We will respect your confidentiality and abide by data protection laws.