

GENDER, SOCIAL OFFICER FOR RURAL LAND

Reports to:

MCA Morocco is looking for a Gender and social (Inclusion and impact) (EGSI) Officer for the Rural Land Activity. The Rural Land Activity seeks to increase rural productivity by developing and piloting more efficient and inclusive procedures for privatization of collective land in Morocco's Gharb region. The activity will engage in extensive consultations and outreach and will carry out a systematic land use inventory and household- and plot-level census. Fair and inclusive land allocation criteria that protect rights holders, farmers and other customary resource users will be developed and applied, taking into account any impacts that will occur from the reorganization, subdivision, reallocation of land parcels. The activity will also address any project-associated economic displacement and will create opportunities for including those who may be historically disadvantaged. By compact completion, beneficiaries will receive secure, legally registered rights to a land asset with real economic value that can be legally bought, sold, leased, or used as collateral. Additional measures to improve social and environmental outcomes, exploring setting aside land for women cooperatives and promoting household gardens for women in areas where it is found to exist, and providing training on topics such as pest and nutrient management, to mitigate environmental impacts of enhanced productivity.

The Gender and Social Officer for Rural Land, will serve as a key member of the Rural Land Project Team by providing intellectual and technical assistance during the implementation of the project activities. Key tasks associated to this position include:

- Provide technical support to the rural land team and ensure that social and gender risks and opportunities are adequately addressed via :
 - Inputs to development of the Social impact assessment ToR in accordance with IFC performance standards regarding environmental and social sustainability
 - Follow up and participation to the SIA (socio-economic survey, public consultations...) validation process including its outputs (RAP/LRP, SEP,...)
 - Supervision of the SEP and RAP/LRP implementation process and reporting to MCA-Morocco
- Work under the combined technical guidance of the Gender and Social Inclusion Director (GSI) and the environmental and social performance (ESP) Director in order to support:
 - Development and implementation of the Social and Gender Integration Plan (SGIP) that incorporates relevant social and gender analysis and project design inputs into all activities, including budgets
 - Yearly reviews and updates of the SGIP
 - Continuous inputs to the Environmental and Social Management System (ESMS) as well as relevant feedback to the Environmental and Social Oversight Consultant (ESOC) for the update of the ESMS itself
- In coordination with the Environmental and Social Oversight Consultant, develop a plan to increase awareness and capacity for environment, social and gender integration among rural land staff and sector specialists during project development and implementation:

- Follow-up the development of the plan for engaging women, youth, marginalized groups, civil society, the private sector, Community based Organizations (CBO) and other relevant stakeholders during project implementation so as to strengthen social inclusion and gender equality in the rural land project activities
- Support the GSI and ESP Directors in their oversight function of project activities' compliance with MCC's Gender Policy and MCC's Gender Integration Guidelines and Operational Procedures and MCC Environmental Guidelines (including IFC Performance Standards).
- Follow-up the development of targeted communication and outreach messages that aim to ensure an overall inclusive consultative process and oversee the gender and social inclusion aspects of stakeholder engagement plans prepared for and by the Rural Land project and their implementation.
- Collaborate with monitoring and evaluation staff to ensure that data collection is age-, income and sex-disaggregated with gender-responsive indicators, data collection and monitoring tools
- Review terms of reference (TOR) and deliverables for all rural land activities and work with ESP and GSI Directors to ensure that gender issues are sufficiently integrated.
- Participate in monitoring the quality of social and gender integration and identify areas where social and gender assessment and integration can be strengthened or modified as it pertains to the rural land project activities.
- Review findings of beneficiary analysis to ensure social and gender considerations inform rural land project design and implementation.

Qualifications and Experience

- An advanced degree in social sciences or a related discipline (anthropology, sociology, economy, geography, urbanism, women's studies, public policy, community development, etc.)
- At least eight (3) years of experience providing technical input and/or consulting on gender and social inclusion/impacts issues in the design, implementation and/or monitoring of development programs.
- Good understanding of tools and approaches to meet the gender, social inclusion, social impact management (SIA, RAP, SEP...) and poverty reduction requirements of international or national development projects.
- Ability to interact constructively with land technical experts, people affected by Compact projects, and civil society.
- Responsible and flexible attitude and capable of managing a variety of tasks with minimal supervision.
- Good experience using participatory development approaches and working closely with civil society, NGOs, government, private sector, CBOs and other relevant stakeholders.
- Familiarity with international environmental guidelines and policies, including IFC Performance Standards on Environmental and Social Sustainability or equivalent.
- Experience in the land sector, natural resources management and or rural development is desired

- Fluency and excellent written and verbal communication skills in French and Arabic is required. Fluency in English, or other local languages is a plus.