

GENDER AND SOCIAL INCLUSION MANAGER FOR INDUSTRIAL LAND

Reports to: Director of the Technical Assistance Unit within the Center of Expertise for Industrial Land Development (CEILD)

The Gender and Social Inclusion (GSI) Manager for Industrial Land, will serve as a key member of the Industrial Land Project Team by providing intellectual and technical leadership during the implementation of the project activities. Key tasks associated to this position include:

- Provide technical support and ensure that social and gender issues are taken into account and mainstreamed in the Industrial Land project activities so as to enhance the social benefits, gender equality and promote sustainable development.
- Ensure that project activities comply with MCC's Gender Policy and MCC's Gender Integration Guidelines and Operational Procedures.
- Work in close collaboration with the Center of Expertise (COE) Director, Demonstration Site Director and FONZID Director to ensure the appropriate integration of social and gender activities across all project activities.
- Work in close collaboration with Gender and Social Inclusion Director (GSI) to support the development and implementation of the Social and Gender Integration Plan (SGIP) that incorporates relevant social and gender analyses and inputs into all projects and activities including budgets.
 - Recommend updates to the SGIP regularly, in order to reflect program changes.
 - As a part of the SGIP, develop a plan to increase awareness and capacity for social and gender integration among industrial land staff and sector specialists throughout project development and implementation.
 - Develop a plan to promote consultations and engagement of women, civil society, the private sector, Community based Organizations (CBO) and other relevant stakeholders in project design and implementation to strengthen gender integration in the industrial land project activities.
- Work with the Environmental and Social Performance (ESP) team to monitor social and gender impacts of industrial land activities.
- Develop Communications and Outreach messages for the industrial land activity and work with the ESP and Communications team to implement the industrial land consultative process.
- 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.
- Ensure that relevant language regarding MCC's Anti-Trafficking in Persons stance is included in all bidding and contract documents and oversee contractor activities and deliverables as it relates to the industrial land activities.
- Ensure that Environmental and Social Impact Assessments (ESIAs), Environmental Social Management Plans (ESMPs), Resettlement Action Plans (RAPs), etc. include quality social and gender dimensions and adequately address risks of proposed projects.

These include (but are not limited to) issues pertaining to public health and safety, HIV/AIDS, and resettlement.

- Review terms of reference (TOR) and deliverables for all industrial land activities and work with GSI Director to ensure that gender issues are sufficiently integrated and that there is adequate planning, budget, and staff resources for social and gender analytical work and management planning.
- Monitor the quality of social and gender integration, track resources invested in social and gender assessment, and identify areas where social and gender assessment and integration can be strengthened or modified as it pertains to the industrial land project activities.
- Participate in and supply input to the Environmental, Social, Health and Safety Management System documentation and review process for the industrial land project.
- Review findings of beneficiary analysis to ensure social and gender considerations inform industrial 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 (8) years of experience providing technical input and/or consulting on gender and social inclusion issues in the design, implementation and/or monitoring of development programs.
- Demonstrated understanding of tools and approaches to meet the gender, social inclusion, and poverty reduction requirements of international or national development projects.
- Ability to interact constructively with technical and construction experts, government officials, people affected by Compact projects, and civil society.
- Responsible and flexible attitude and capable of managing a variety of tasks with minimal supervision.
- Demonstrated experience using participatory development approaches and working closely with civil society, NGOs, government, private sector, CBOs and other relevant stakeholders.
- Demonstrated experience in managing program budgets and work plans is desired.
- Familiarity with international environmental guidelines and policies, including IFC Performance Standards on Environmental and Social Sustainability is a plus.
- Sectoral experience and knowledge in Land and/or Industrial Land development is a plus.
- Fluency and excellent written and verbal communication skills in French is required. Fluency in English, Arabic or other local languages is a plus.