1. BACKGROUND

Partnerships in Environmental Management for the Seas of East Asia (PEMSEA) is an intergovernmental organization specializing in integrated coastal management and ocean governance for the Seas of East Asia. Beginning as a regional project in 1993 under the United Nations Development Programme (UNDP) with funding support from the Global Environment Facility (GEF), 11 countries in the region resolved to transform PEMSEA into a fully self-sustaining regional organization with a mission to foster and sustain healthy and resilient oceans, coasts, communities and economies across the Seas of East Asia through integrated management solutions and partnerships. PEMSEA Resource Facility manages the regional and PNG component of the ATSEA 2.

The ATSEA 2 project is the second phase of the GEF-financed, UNDP-supported ATSEA program, and is designed to enhance regional collaboration and coordination in the Arafura and Timor Seas (ATS) region. ATSEA-2 will specifically focus on supporting the implementation of the endorsed strategic action program (SAP), a 10-year vision for the Arafura-Timor Seas with the long-term objective “to promote sustainable development of the Arafura-Timor Seas region to improve the quality of life of its inhabitants through restoration, conservation and sustainable management of marine-coastal ecosystems”. The GEF alternative establishes a regional governance mechanism that strengthens the enabling policies and capacities of institutions and individuals, including the integration of Papua New Guinea, resulting in a sustained transboundary response to over-exploited fisheries and increased pressures on the globally significant biodiversity in the ATS region, including the impacts of climate change. Integrated approaches are designed to incentivize local communities to more sustainably use coastal and marine resources, enhancing their own livelihoods while safeguarding the ecosystem goods and services that are the backbone of their socio-economic well-being.

The Gender Equity and Social Inclusion (GESI) Specialist will be a long-term consultant who will ensure implementation of, and compliance with, the United Nations Development Program’s (UNDP) safeguard requirements and the gender equity and social inclusion action plan for ATSEA 2. The GESI Specialist will be responsible for overseeing the implementation of the specific women’s empowerment activities, monitoring GESI progress on all component activities according to the action plan and project results framework, and ensuring/publicizing the representation by key stakeholders, including communities, at project stakeholder forums, with a special focus on climate change adaptation, gender issues and marginalized groups in activity design and implementation.
2. **KEY FUNCTIONS / KEY RESULTS**

- Strengthen the capacity of the Regional Project Management Unit (RPMU), project long-term consultants and government stakeholders, through the development and implementation of annual GESI training modules and on-the-job workshops highlighting GESI issues in the corresponding year’s annual work plan and supporting the implementation of recommendations as required;
- Assist the RPMU in implementing the GESI action plan and complying with the UNDP social safeguard requirements, and other related documents;
- Ensure adequate participation of women, local people, and other marginalized groups at the regional stakeholder forum and on the municipal/district ICM committees;
- Oversee the implementation of the specific women’s empowerment activities (as defined in Annex C on GESI and detailed in Annex A on community activities), including development of a concept note for the activity, identifying an implementation mechanism and developing Terms of Reference for consultants if necessary, monitoring progress in coordination with the site mobilizers and reporting on activity implementation;
- Assist the consultant/contractor conducting Community Vulnerability and Adaptation Assessments under Output 1.3.1 with the gender and social inclusion aspects;
- Assist in prioritizing and implementing gender-equitable climate change adaptation measures as a part of the Integrated Coastal Management (ICM) activities;
- Assist in training and knowledge sharing activities, to ensure the broad participation of women though training set-up and arrangements; particularly in relation to Output 1.2.2, review the capacity assessments and capacity building programs for all countries to ensure adequate coverage of the needs and benefits of gender-equity and social inclusion, providing specific recommendations where lacking and guidance on their revision;
- Coordinate with the RPMU and other consultants to identify areas and design strategies for strengthening gender-equity and socially inclusive provisions in the implementation of various project components and activities;
- Advise/Support the RBM Specialist, national and site mobilizers on data collection for monitoring and reporting on GESI activities, including identification of gender-disaggregated performance targets and indicators for individual activities, and development and management of a comprehensive database to monitor indicators, impacts and results based on the GESI Action Plans;
- Assist the RPMU in preparing social safeguard reports as part of quarterly project progress reports; Continuously update Gender Action Plan to effectively integrate gender concerns into the formulation and implementation of project activities.
- Carry out additional gender related responsibilities as may be assigned by supervisor.

3. **QUALIFICATIONS AND SKILLS REQUIRED**

**Education**
Master’s degree in social science, gender studies, sociology, political science, law or other related fields. Additional training and certification in gender equity and social inclusion would be an advantage.

**Work Experience**
A minimum of 5 years of progressively responsible work experience in the area of community development, public outreach, social inclusion and gender equality, particularly in developing and implementing community and women’s empowerment programs. With regional experience and substantial knowledge of the social and gender issues facing Indonesia, Timor-Leste, and/or Papua New Guinea.
Competencies

- Strong advocacy on gender equity and social inclusion, and solid knowledge and experience in integrating GESI provisions into various work programmes;
- Familiarity with UN(DP) Social Safeguard requirements and gender equity and social inclusion actions preferable;
- Experience in developing and delivering GESI training and other needed capacity/institutional building support to a wide range of stakeholders;
- Ability to conceptualise, develop, plan, and manage GESI projects/programs, especially community and women’s empowerment interventions, and monitor impact, progress and write reports;
- Demonstrable social and interpersonal skills with experience in facilitating discussions and coordinating with different stakeholders at various levels;
- Knowledgeable about GESI indicators and strategies and tools for data collection and management, and monitoring, evaluation and reporting;
- Familiar with climate change adaptation and disaster risk reduction issues and measures particularly gender and social inclusion aspects;
- Experience in working with coastal, marine and fisheries sector would be an advantage.

Languages

- Fluency in the English language, with effective oral and written communication skills. Ability to speak Bahasa, Tetun, and/or Tok Pisin would be an asset.

IT Skills

- Proficiency in the use of various software applications (MS Word, MS Excel, MS PowerPoint and MS Project) and adequate knowledge and practical experience in handling web-based management systems.

Other Desirable Skills

- Has own initiative, strong conceptual abilities, sound judgment, strong liaison and networking skills
  Displays cultural, gender, religion, race, and age sensitivity and adaptability and capacity to work effectively in a multicultural environment

Note:
The consultant will work on part-time basis of up to maximum of 100 days in a year. A workplan will be developed with clear deliverables per month. Monthly payment for work completed will be made upon receipt of an invoice with the approval of the RPM with evidence that the work has been completed satisfactorily.

As may be needed to deliver the agreed work plan, the Consultant may be requested to travel to project sites in Indonesia, Timor-Leste and Papua New Guinea. Travel and associated costs would be borne by the RPMU.

4. SUBMISSION OF APPLICATION

Qualified candidates may submit their application together with complete Curriculum Vitae to the Recruitment Officer, via email to infoatsea2@pemsea.org with copy to recruitment@pemsea.org. Kindly indicate the vacancy reference number and post title when applying (in the subject line) by email. The deadline for submission of application is 15 September 2020