

**Annex I: Terms of Reference  
for a Senior Gender Advisor/ AIP-WACDEP-G Programme (Tunis based)**

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| <b>Job title:</b>         | <b>Senior Gender Advisor / AIP WACDEP-G Programme</b>   |
| <b>Reports to:</b>        | <b>AIP WACDEP-G Programme Manager/Deputy Regional Coordinator for Diversity &amp; AIP WACDEP-G Tunisia Project Coordinator (for the country-related activities)</b> |
| <b>Duty station:</b>      | <b>Tunis, with international travel</b>   |
| <b>Occupation:</b>        | <b>Part time engagement</b>   |
| <b>Contract duration:</b> | <b>From recruitment date and until end 2022, with potential renewal</b>   |
| <b>Application by:</b>    | <b>Sunday, 6 June 2021</b>  |

**1. Scope of the position:**

Reflecting priorities of the [GWP Strategy 2025](#), thematic agendas addressed by the Global Water Partnership-Mediterranean (GWP-Med) include, but are not limited to:

- Water solutions for the Sustainable Development Goals, including
  - Water Governance & Financing
  - Water-Energy-Food-Ecosystems Nexus
  - Source-to-Sea, including IWRM/Integrated Coastal Zone Management/Integrated Groundwater Management
  - Technical Water Solutions (including Non-Conventional Water Resources Management)
  - Water-Employment-Migration
- Climate Resilience through Water
- Transboundary Water Cooperation

Furthermore, GWP-Med addresses three across-themes areas:

- Engaging the private sector;
- Contributing to gender equality;
- Mobilising youth for water security.

Aligned and contributing to the GWP Strategy 2025, the [African Investment Programme \(AIP\)](#) includes three interrelated strategic objectives:

- a. Mobilise high level political commitment and finance for investments in water security to support regional and national development, industrialisation and job creation
- b. Catalyse climate resilient Action and gender transformative investments in water security
- c. Accelerate transaction management capacity, knowledge, Learning and project preparation

AIP is implemented through three interrelated Sub-programs as follows:

- a. AIP Water Climate Development and Gender Transformation (AIP WACDEP-G)
- b. AIP investments in SDGs on water-energy-food security, regional value chains and industrialisation (AIP SDG WEF Investments)
- c. AIP Transboundary Water Governance and Investments (AIP Transboundary Waters)

The AIP-WACDEP-G sub-programme takes a gender-transformative approach to address a specific gender gap at the systemic level: Across Africa, planning, decision-making and institutional processes are not gender-transformative; they reflect the structurally embedded cultural norms, practices and gendered power relations.

*Brief information on AIP and AIP-WACDEP-G are presented at the end of this document.*

**GWP-Med is seeking to recruit a Senior Gender Advisor (SGA) for the AIP WACDEP-G Programme in Tunisia and North Africa to:**

- be technically responsible for the gender aspects of the Programme and related contents of its deliverables.
- assist, as needed and delegated, with the implementation and further develop of additional GWP-Med thematic and work agendas in Tunisia, North Africa and overall MENA countries.

The SGA would:

- work under the guidance of and report to the overall (North Africa and Tunisia) AIP WACDEP-G Programme Manager/Deputy Regional Coordinator on Diversity.
- work in close collaboration with the AIP WACDEP-G Project Coordinator and Project Officer.
- be part of the GWP-Med Operations Department, collaborating closely with other GWP-Med theme leaders and project managers.
- collaborate closely with the GWP-Med Finance & Administration and Communications Departments on respective matters.
- work closely with and represent, as delegated, GWP-Med to authorities, donors and stakeholder partners.
- work closely with external experts, according to work agendas and related project(s).

The position requires knowledge of technical aspects, multi-tasking abilities, delivery capacity, and attention to detail and timelines. The ideal candidate has solid understanding of development issues, including on gender inequality and the institutional and policy environment around water security, climate resilience building and gender equality in the focus country (Tunisia) and in the region (North Africa and, overall, MENA). She/he should have hands-on experience in programmes/projects supporting participation of women in development processes, women in leadership positions, women in change-agent roles, and general gender mainstreaming an advantage.

## **2. Duties and responsibilities**

The SGA duties and responsibilities include:

### ***a. AIP WACDEP-G Programme Development***

- Support gender analysis/technical work to be carried out in Tunisia and North Africa.
- Support the undertaking of capacity needs assessment (gender) for Tunisia and North Africa.
- Support the development of detail Programme work plan, budget and capacity development plan for Tunisia and North Africa.
- Identify opportunities at regional and country levels that are relevant and useful for AIP WACDEP-G.
- Support, as needed, other GWP Africa regions in their gender analysis work.

### ***b. AIP WACDEP-G Programme Implementation***

- Map out key stakeholders at regional (North Africa), transboundary (North Western Sahara Aquifer System) and country (Tunisia) levels that will have role in implementing WACDEP-G.
- Identify their roles (powers) and interests in relation to implementing WACDEP-G.
- Develop stakeholders' engagement strategy for implementing WACDEP-G at regional, transboundary and country levels.

- Establish relationships with relevant government and non-government actors mainly with organisations dealing with gender and with gender focal points in other relevant government and non-government organisations.
- Coordinate the implementation of gender focused capacity building activities of the programme at regional, transboundary and country levels.
- Support the process of selecting and implementing a demonstration project in Tunisia, making sure that the project is oriented to a gender transformative approach.
- Provide guidance to consultants that will be engaged in conducting gender analysis in the region and in Tunisia.
- Provide gender related technical support in implementing other GWP programmes in the Middle East and North Africa and in Tunisia.

#### *c. AIP WACDEP-G Programme Monitoring, Reporting and Evaluation*

- Collect gender related data and information (gender-disaggregated) during the implementation of the programme at regional, transboundary and country levels.
- Make sure that programme reports (quarterly and annual) have gender disaggregated data/information.
- Make sure that all reports are contributing to the gender related targets of the Programme.
- Exchange with other regions for consistency of monitoring, reporting and evaluation.

#### *d. Knowledge management and communication*

- Document key program results and lessons to be generated from the processes and activities of implementing the programme mainly focusing on gender aspects.
- Document processes and experiences at regional, transboundary and country levels related to gender.
- Develop knowledge materials (technical notes, articles) based on the results and lessons from program implementation, and also for other related processes.
- Identify platforms and develop strategies on how to use existing platforms to promote a gender transformative approach at regional, transboundary and country levels.
- Contribute to internal capacity building of GWP in Africa, North Africa and Tunisia.
- Work closely with the knowledge management and communications team at GWP-Med.

#### *e. Other duties*

- Support implementation of WACDEP-G at pan-African level with guidance from GWP-Med and GWP Africa Coordination Unit (CU).
- Assist with requests that may come from GWP-Med and CU.
- Participate in GWP-Med Programme coordination meetings (physical and online).
- Act as resource person in capacity building, knowledge sharing events and other relevant activities on gender equality and women's empowerment in relation to GWP-Med's work, aligning with the GWP Gender Strategy<sup>1</sup> and the Gender Action Piece<sup>2</sup>.
- Advise and support the GWP-Med Secretariat in forging strategic partnerships and explore synergies with other organisations for collaboration at regional and national levels and provide guidance and technical input where necessary, especially on gender analysis, for programme development and resource mobilisation efforts and wider gender mainstreaming.

<sup>1</sup> GWP Gender Strategy: [https://www.gwp.org/globalassets/global/gwp-sam\\_files/publicaciones/estrategia-gwp/gwp-gender-strategy.pdf](https://www.gwp.org/globalassets/global/gwp-sam_files/publicaciones/estrategia-gwp/gwp-gender-strategy.pdf)

<sup>2</sup> GWP Gender Action Piece <https://www.gwp.org/globalassets/global/about-gwp/publications/gender/gender-action-piece.pdf>

### 3. Competencies

#### *Core competencies*

- Able to coordinate well with diverse individuals and teams and to negotiate effectively with colleagues and stakeholders to achieve results.
- Applies principles of ethics, integrity, transparency and non-discrimination and follows the organisation's ethos.
- Displays cultural, gender, religion, race, nationality and age sensitivity and adaptability.
- Treats all people fairly without favouritism.
- Fulfils all obligations to gender sensitivity and zero tolerance for sexual harassment.
- Committed to the Vision and Mission of GWP.

#### *Functional competencies*

- Strong technical and managerial skills for substantive project implementation.
- Strong analytical, writing, reporting and presenting abilities.
- Strong interpersonal skills, communication skills, ability to manage staff.
- Demonstrated diplomatic and negotiating skills.
- Openness to change and ability to receive/integrate feedback.
- Ability to work under pressure and stressful situations.

### 4. Qualifications

#### Required

- Advanced university degree in development studies, gender studies, social sciences, political sciences or related field with some focus on gender studies and/or social inclusion.
- At least 12 years of proven professional experience in gender analysis, developing gender sensitive or gender transformative activities or plans.
- At least 9 years of working experience in the MENA region and/or in the country, also with government institutions and agencies, preferably in gender equality and social inclusion, women empowerment and gender mainstreaming areas. Experience with building partnerships, shaping development programmes on gender, and mobilising resources would be an asset.
- Has or is eligible to acquire a work permit in Tunisia.
- Excellent oral and written communication skills both in French and English.
- Able for international travelling.
- Fluency in PC use (internet, word, excel, presentations, database).

#### Desired

- A qualification in the field of sustainable development or natural resources management, would be an asset.
- Understanding of the financial needs and aspects for implementing international processes, notwithstanding SDGs and Paris Agreement.
- Command of Arabic is an asset.

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#### **Further information on AIP and AIP-WACDEP-G**

##### **A. Africa Water Investment Programme (AIP)**

In February 2019, the Governing Council of the Africa Ministers Council on Water (AMCOW) adopted a decision for the transformation of Africa's water investment outlook through increased partnerships and implementation of an African Water Investment Programme (AIP).

The Ministers commended the efforts of the Global Water Partnership (GWP) and partners, 'to establish, through the AIP, a partnership to release Africa's development potential to achieve both the Africa Union Agenda 2063 in collaboration with AU, AMCOW, NEPAD Agency, Africa Development Bank (AfDB) and Africa Water Facility (AWF)'. The Ministers called for continued cooperation of GWP and partners to implement the AIP and AMCOW Strategy 2018-2030 in pursuit of the vision of a water secure Africa.

In response to the Ministers' decision, the Africa Water Investment Programme has been developed by GWP and partners to accelerate the preparation of climate resilience water investments in Africa and enhance job creation through scaled up gender sensitive investments in water security and Africa's industrialisation. AIP will also support Africa's efforts to achieve the SDG 2030 Agenda and the Paris Agreement on Climate Change.

AIP will be implemented by GWP in collaboration with key partners such as AUDA-NEPAD, AMCOW, AfDB, AWF and others. AIP will strengthen the business case for investments in water security and support the preparation of bankable projects as instruments to stimulate transformative economic growth, address the root causes of migration and youth unemployment. AIP will contribute to the goals of the AU Agenda 2063 'the Africa We Want' and the AfDB High Five Priorities and objectives of the Africa Continental Free Trade Area (AfCFTA) brokered by the African Union (AU) and signed by 44 of the 55 AU member states.

At a global level, AIP is part of the International Decade (2018-2028) for Action – 'Water for Sustainable Development' adopted in 2016 by the United Nations General Assembly 'to help put a greater focus on water'.

AIP also responds to the recommendation of the High level Panel on Water (HLPW) set up by the World Bank and UN. In March 2018, recognising the critical water security challenge Africa faces and mounting investments needs, the High-Level Panel on Water established by the World Bank President and UN Secretary General called for the launch of an Africa Water Investment programme (AIP). The HLPW was co-convened in 2016 by UN Secretary General and World Bank President to provide the leadership required to tackle one of the world's most pressing challenges – an ever-growing water crisis. The Panel identified ways in which the world could accelerate progress towards ensuring availability and sustainable management of water and sanitation for all (SDG 6). The HLPW membership comprised of 11 sitting Heads of State and Government from Australia, Bangladesh, Hungary, Jordan, South Africa, Mauritius (co-chair), Mexico (co-chair), Netherlands, Peru, Senegal and Tajikistan; and a Special Advisor.

The goal of the Africa Water Investment Programme is to transform and improve the investment outlook for water security and sustainable sanitation for a prosperous, peaceful and equitable society. AIP aims to leverage \$30 Billion in investments, by 2030, towards SDG 6 implementation. The overall objective is to enhance job creation through gender sensitive investments in water security, industrialisation and climate resilient development.

AIP will promote job creation through gender sensitive investments in water security, industrialisation and climate resilient development and support efforts towards universal access to safe water and safely managed sanitation.

AIP includes three interrelated strategic objectives aligned to the GWP 2020-2025 Strategy 'Mobilising for a water secure world' as follows:

- a. Mobilise high level political commitment and finance for investments in water security to support regional and national development, industrialisation and job creation
- b. Catalyse climate resilient Action and gender transformative investments in water security
- c. Accelerate transaction management capacity, knowledge, Learning and project preparation

The programme will be implemented through three interrelated Sub-programs as follows:

- a. AIP Water Climate Development and Gender Transformation (AIP WACDEP-G)
- b. AIP investments in SDGs on water-energy-food security, regional value chains and industrialisation (AIP SDG WEF Investments)
- c. AIP Transboundary Water Governance and Investments (AIP Transboundary Waters)

The AIP implementation will initially focus on support to the AIP WACDEP-G and its scope will be later expanded to all AIP sub-programmes, once resources become available.

## **B. AIP Water Climate Development and Gender Transformation (AIP WACDEP-G)**

The AIP-WACDEP-G sub-programme takes a gender-transformative approach to address a specific gender gap at the systemic level: Across Africa, planning, decision-making and institutional processes are not gender-transformative; they reflect the structurally embedded cultural norms, practices and gendered power relations.

The goal of the AIP-WACDEP-G is to ensure that the preparation, development, design, governance and management of ongoing and new climate resilient water infrastructure investments, institutions and job creation interventions strategically advance gender equality. The overall objective is to transform gender inequalities at scale by promoting gender-transformative planning, decision-making and institutional development for climate resilient water investments in Africa. The sub-programme is expected to be a 'game changer' across the water sector and beyond, addressing gender inequalities across Africa by taking a gender-transformative approach to development at the water and climate interface. The envisioned system-wide transformation will be achieved by influencing country-wide processes for water infrastructure investments in 18 countries and 5 river basins across Africa. The sub-programme will support and benefit 3.6 million people over the course of 6 years. Targeting to influence \$1 billion of gender equal and climate resilient investments from public and private sources.

The expected outcomes of the programme are:

- Gender-transformative structures, institutions, policies and/or plans for climate resilient water investments and jobs are put in place and implemented.
- Capabilities and motivation of planners to enable gender-transformative planning and design of climate resilient investments developed.
- Embedded gender inequalities in accessing services, control of resources and/or assets are addressed at the local level.
- Gender-transformative projects are implemented and inequalities related to climate vulnerability are addressed.

Implementation of AIP WACDEP-G (first phase:2020-2021) has started from 1st April 2020 in 5 countries and 5 transboundary basins. The programme will be implemented in Central Africa Region (Cameroon and Lake Chad Basin); in Eastern Africa Region (Uganda and Kagera/Lake Victoria Basin); in North Africa Region (Tunisia and Basin tbc); in Southern African region (Zambia and Zambezi River Basin); and in West Africa Region (Benin and Volta Basin).