

TERMS OF REFERENCE FOR GENDER SPECIALIST

JOB DETAILS

Job title	Gender Specialist
Duration	3 years
Location	South Africa
Line manager	Programme leads.

INTRODUCTION

FinMark Trust (FMT) is an independent non-profit trust with the purpose of making financial markets work for the poor, by promoting financial inclusion and regional financial integration. FMT pursues its core objective through two principal programmes. The first happens through the creation and analysis of financial services demand side data to provide in-depth insights on the served, underserved and unserved consumers – individuals and micro, small and medium enterprises (MSME's) - across the developing world. The second is through systematic financial inclusion and deepening programmes to overcome regulatory, supplier, and other market level barriers hampering the effective provisioning of financial services. Through a symbiotic relationship these programmes unlock financial and economic inclusion. recruiting for a senior financial inclusion specialist to assist in facilitating this work.

BACKGROUND AND CONTEXTUAL INFORMATION

The SADC region is characterized by high levels of unemployment, inequalities, and poverty. Poverty levels are more pronounced in urban areas, and amongst women and youth population segments¹. Despite substantial advancements in some SADC member states in increasing women's representation in politics and senior managerial roles, achieving gender equality in the region requires a considerable amount of work. Women's empowerment and addressing the gender gap are key in the 2030 agenda for sustainable development. Recognizing the importance of gender equality, FinMark Trust has made a strategic commitment to mainstream gender in all its activities and programmes. However, to effectively design and implement gender-focused projects, it is crucial to

¹ [Inequality-in-Southern-Africa-1.pdf \(africainequalities.org\)](#)

have a sufficient allocation of experienced human resources thus ensuring that integrating gender considerations and addressing the specific needs of women is seamless.

FMT is thus seeking to recruit a part-time specialist to assist in facilitate the mainstreaming of gender in its work.

SCOPE OF WORK

The specialist will support gender mainstreaming within the organisation and on a diverse range of programmes/projects aimed at promoting financial inclusion and inclusive economic growth in the region. This will entail:

- Supporting the design, planning and delivery of gendered programmes/projects which includes:
 - Developing clear guidelines and frameworks for gender mainstreaming.
 - Developing a roadmap for integrating gender considerations into project planning, implementation, monitoring, and evaluation.
 - Developing impact indicators, gender specific KPIs and tools for tracking progress.
- Outlining the expectations and responsibilities of staff members at all levels as it pertains to gender mainstreaming.
- Establish a team of gender champions within the organisation to support the integration of gender considerations into programming and the organisation.
- Assess capacity building and training needs for staff members to enhance their understanding of gender issues and mainstreaming techniques.
 - Organise capacity building and training programs to address the gaps identified.
 - Support and guide the organisation on gender issues.
- Manage all monitoring, reporting, and evaluation requirements for the gender thematic area. This will include:
 - Reporting progress to the project team and other key stakeholders as defined in the project.
 - Establish robust data collection mechanisms to capture gender-disaggregated data on key metrics.
 - Extract learnings from the project implementation to inform programme improvements, future interventions, and the development/ amendment of policies, legislation, and regulations required to ensure the sustainability of initiatives.
- Foster collaborations and partnerships with external organizations, networks, and experts working on gender issues to share knowledge and best practices.

SAFEGUARDING

The selected candidate has the responsibility to consider and be aware of potential safeguarding issues and the project's potential to integrate gender dimensions and contribute to the advancement of gender equality in addressing the Terms of Reference and be able to demonstrate due diligence in relation to the protection and safeguarding of children and vulnerable groups as per strategies designed to support and manage ongoing risk and abuse, exploitation or neglect of participants in this research project.

REQUIRED QUALIFICATIONS AND SKILLS

Applications from interested individuals must provide evidence of the technical capacity to undertake this exercise. This includes the capacity to deliver the results within the timeframe provided, as well as prior experience in leading gender-related projects, gender mainstreaming and capacity-building initiatives. The required qualifications and technical skills include the following:

- A degree in social sciences especially gender studies or other relevant discipline. A master's degree will be an added advantage.
- A minimum of 8 years of practical experience focusing on gender equality and gender mainstreaming initiatives.
- Experience in the design, monitoring, and evaluation of gender projects.
- Knowledge of gender-specific capacity-building and training interventions
- Overall understanding of the gender context in the SADC region.
- Familiarity with tools for mainstreaming gender, data analysis and reporting tools.
- Experience in promoting gender equality at an organisational level.
- Excellent communication, written, and verbal skills in English are essential.
- Excellent research and report-writing skills.
- Personal commitment, efficiency, flexibility, and teamwork spirit with the ability to work independently or under minimum supervision.

REPORTING REQUIREMENTS

The gender specialist will report directly to programme leads and will be supported by a team of gender champions within FinMark Trust.

APPLICATIONS

Interested applicants are requested to submit their CV and supporting cover letter to **robertj@finmark.org.za by CoB 2nd February 2024**

Due to the high volume of CV's expected, only short-listed candidates will be contacted. Candidates will be required to avail themselves for an in-person interview in Midrand, Gauteng, South Africa.