

## VACANCY ANNOUNCEMENT

<b>Reference #</b>	<b>016/01/2025/G&amp;EAdvisor/MintUP/Lucknow</b>
<b>Project</b>	<b>Building A Resilient Mint Supply Chain in India</b>
<b>Position</b>	<b>Gender and Equality Advisor</b>
<b>Band</b>	<b>4</b>
<b>Location</b>	<b>Lucknow, Uttar Pradesh</b>
<p><b>To apply click on the link:</b> <a href="https://www.giz-jobs.com/india/">https://www.giz-jobs.com/india/</a></p> <p><b>Documents to be submitted:</b></p> <ul style="list-style-type: none"> <li>• CV and a statement of suitability for this position</li> <li>• A maximum of 2 pages note on one of the topics given below:</li> </ul> <ul style="list-style-type: none"> <li>➤ Write a note on how would you design a program to address gender norms and promote women’s leadership at both the household and community levels?</li> </ul> <p>Or</p> <ul style="list-style-type: none"> <li>➤ Suggest innovative strategies for integrating gender-transformative approaches into a large-scale agricultural program.</li> </ul> <p><b>Last Date of Application: 12<sup>th</sup> February 2025</b></p>	

### **A. About GIZ India**

For details, click on: <https://www.giz.de/en/worldwide/368.html>

### **B. Project Background**

The program aims to reduce the living income gap for smallholder mint farming households by enhancing their socio-economic and climate resilience. Building on previous successes, the program will expand its reach to 7,000 additional farming households, with a strong emphasis on fostering sustainable agricultural practices, promoting women’s empowerment, and tackling entrenched gender norms.

The program adopts a holistic approach to reduce the living income gap by integrating economic, social, and environmental interventions. It empowers women through leadership development, entrepreneurship, and collective action while addressing systemic gender norms through sensitization and capacity-building efforts. Climate-smart agricultural practices, improved inputs, and innovative technologies enhance climate resilience, while partnerships improve access to financial services, government schemes, and markets. Income diversification and Farmer Producer Companies strengthen livelihoods and market access. These efforts aim to increase household incomes, empower women in decision-making, enhance resilience to shocks, and foster inclusive, sustainable agricultural development for 7,000 farming households.

Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ), and one international company, under develoPPP.de framework have made a strategic alliance and is expected to directly benefit small-holder farmers by enhancing production systems and strengthening social capital, while contributing to a comprehensive transformation of mint farming sector in Uttar Pradesh, India from March 2025 until December 2027.

It scales-up successful activities that combines interventions that strengthen climate and financial resilience “on farm” as well as with activities “off farm” that improve livelihoods and create financial resilience.

The key objectives of this projects are:

- Strengthening economic opportunities through women-led enterprises and collective action.
- Promoting climate-smart agricultural practices to improve productivity and resilience.
- Increasing access to financial services, government schemes, and markets for rural households.

Empowering women and households by tackling entrenched gender norms and supporting gender-transformative approaches.

### **C. Responsibilities**

The Advisor - Gender will lead efforts to integrate gender-sensitive approaches across project activities. The role will focus on tackling systemic gender norms, promoting women's economic empowerment, and ensuring meaningful participation of women in community and agricultural development processes.

### **D. Core Scope of Tasks**

#### **1. Gender Strategy Development and Implementation**

- Develop and roll out a comprehensive gender strategy to guide project interventions.
- Conduct gender norms analysis and participatory research to identify barriers to women's empowerment.
- Design and implement gender-transformative approaches tailored to project objectives and community needs.

#### **2. Capacity Building and Community Engagement**

- Organize and lead capacity-building initiatives for women, including training on financial literacy, entrepreneurship, and leadership.
- Support the establishment and strengthening of women-led enterprises and SHGs.
- Facilitate participatory workshops and sensitization activities to address gender norms at the household and community levels.
- Train community members and local stakeholders on integrating gender perspectives into decision-making processes.

#### **3. Coordination and Stakeholder Engagement**

- Liaise with government departments, NGOs, and private sector actors to create synergy and align project goals with broader gender equality initiatives.
- Advocate for women's inclusion in policy discussions, village planning, and local governance.
- Foster partnerships with financial institutions and market actors to enhance access to finance and market opportunities for women-led initiatives.

#### **4. Monitoring, Evaluation, and Knowledge Management**

- Support the development and implementation of gender-sensitive monitoring and evaluation frameworks.
- Document and share successful case studies, best practices, and lessons learned in gender development.
- Contribute to knowledge management efforts through workshops, reports, and dissemination of gender-focused tools and methodologies.

#### **Other duties/additional tasks:**

- Organize and participate in the project meetings, document the discussions, and prepare minutes of the meetings.

### **E. Required Qualifications, Experience and Competencies**

- Master's degree in Gender Studies, Social Work, Rural Development, or a related field.
- 8-10 years in implementing gender-focused projects in rural or agricultural settings.
- Experience working with SHGs, FPCs, or women-led enterprises.
- Strong understanding of government schemes and policies related to gender and rural development.
- Experience of northern India/ Uttar Pradesh will be preferable.
- Focus Competence areas from Personal, Social, Sectoral, Managerial and Leadership Skills in Women empowerment

**F. Location:** Lucknow, Uttar Pradesh

**G. Duration of the contract:** Initially until 31<sup>st</sup> December 2025 with possibility of extension until end of the project.

**Application without GIZ application form will not be considered**

- Only shortlisted candidates will be contacted.
- GIZ supports Work-Life Balance.
- GIZ promotes Gender Diversity – Applications from women professionals are encouraged.
- Please note that those individuals who have completed a consultancy assignment with GIZ in less than 6 months prior to the intended start date for this position will not be shortlisted due to organisational policy.

*Disclaimer: As per GIZ's data confidentiality policy, candidate's application is stored in our database for six months and is deleted thereafter.*