

Advertisement for a Gender Consultant

Access to Finance Rwanda is seeking an individual consultant over a period of six months renewable with a minimum Level of Effort (LOE) of five days a month. The purpose of this role is to guide strategy and programming into increasing financial inclusion for women and girls. The Gender Consultant will support mainstreaming gender into the analysis and design of program activities including program implementation, monitoring, evaluation, organizational structure and operations.

About AFR

Access to Finance Rwanda (AFR) is a Rwandan not for profit company established in 2010 which is part of the broader Financial Sector Deepening (FSD) Network of programs in Africa that seek to create a transformative impact on the reduction of poverty by supporting efforts to improve financial inclusion and by helping financial institutions and markets drive economic growth www.afr.rw

Specific Terms of Reference (TOR)

The consultant will:

- a. Provide support in developing AFR's Gender Strategy
- b. Conduct desk study of the material provided by AFR and partners as well as material (such as gender assessments) provided by Sida
- c. Co-facilitate gender training, which is the set-off for the support to be delivered to the partner;
- d. Develop further the needs assessment identified and drafted during the workshop (for projects and organizational level);
- e. Provide support to partners in finalising work plans, including identifying 3-4 strategic entry-points, develop gender aims, actions and key performance indicators upon which the partners will be able to track their efforts at both project and organisational level;
- f. Provide support to the implementation of the work plans (such as coaching of management, support specifying concrete actions further, potential training of trainers and similar, The Consultant shall not implement the actions identified, rather support the partner in implementing their plans (it is expected that the Consultant will work 5-6 days with each partner during this period, including dedicated sessions with management only, with management and program officers, as well as with program officers only);
- g. Arrange a follow-up learning event at the end of assignment in a workshop format between partners
- h. Support practical research to increase deep understanding of financial behaviour and financial service needs for girls, women and those living with disabilities.
- i. Support the development of viable project ideas or concepts with a focus on women within AFR
- j. Ensure gender mainstreaming across all project activities and ensure that AFR upholds its commitment to gender equity

Expected outputs:

Written reports:

- Inception report specifying what activities should take place when, with whom, with what purpose by using what kind of methodology;

- Short needs assessment report for each partner;
- Learning event report;
- Results report at end of assignment with focus on output and outcome level results.

Qualifications

- Bachelor's degree in sociology, anthropology, women's studies, or other related discipline, master's degree preferred.
- Minimum eight years' experience in supporting organizations in gender mainstreaming with at least three years working in financial services.
- Experience working at a senior technical or management level is a must.
- Ability to write coherent and analytical reports is required.
- Experience working in the East African region will be an advantage
- Excellent interpersonal and communication skills, both verbal and written, strong negotiation, diplomacy, and team work skills required.
- Experience in monitoring and evaluation, conducting focus groups and surveys is preferred.
- Prior experience with donor projects, procedures, policies, reporting requirements is preferred.
- Fluency in English required.

How to apply

Interested consultants are to provide a **Cover Letter** and **Curriculum Vitae** indicating their suitability for the position. The consultant should also provide their **daily rate in USD**.

Applications should be in **pdf or word/excel** formats submitted at: procurement@ afr.rw clearly indicating the **Subject Line: Consultant: Application for a Gender Consultant to be received no later than 26th January 2018**.

Only finalists will be contacted.