

## AFRICAN DEVELOPMENT BANK GROUP



### REQUEST FOR EXPRESSIONS OF INTEREST

#### **INDIVIDUAL BILINGUAL GENDER CONSULTANTS FOR SOUTHERN AFRICA REGIONAL BUSINESS DELIVERY OFFICE**

1. The African Development Bank (AFDB) hereby invites bilingual International Individual Consultants (English and French) to express their interest as Gender Consultants for the Southern Africa Region

2. The services provided for this assignment include the following actions: (i) collaborate with program and project managers to propose the categorization of projects within the framework of the Bank's Gender Marker System; (ii) participate in operational missions and the drafting of project documents in order to promote the implementation of the Bank's Gender Strategy; (iii) work with gender specialists and project managers to develop innovative approaches to projects for the integration of women into the development process and projects with components relating to the promotion of gender equality; (iii) assess the potential impact of the proposed projects on gender equality and propose measures to reduce gender inequalities; (iii) contribute to the development of indicators for monitoring the impact of projects and programs; (iv) act as a peer evaluator of projects to improve the quality of gender mainstreaming; (vi) contribute to the development of gender profiles and country diagnostic notes; (vii) contribute to the activities of other departments in the field of gender, if necessary.

3. The Gender, Women and Civil Society Department (AHGC) invites bilingual Individual Consultants to apply to provide the services described above. Interested Individual Consultants must provide information on their capacity and experience demonstrating that they are qualified for the services (documentation, reference of similar services, experience in comparable assignments, proof of their knowledge of French, etc.).

4. The eligibility criteria, the establishment of the shortlist and the selection procedure will comply with the Rules and Procedures for the Use of Consultants for Projects Financed by the African Development Bank Window, 2008 edition revised in 2012, which are available on the Bank's website at: <http://www.afdb.org>

It should be noted that the interest shown by an Individual Consultant does not imply any obligation on the part of the Bank to include them on the shortlist.

5. The duration of the services is estimated at 6 months, renewable once and the start date is scheduled from the beginning of 1 April 2023.

6. Expressions of interest in English must be submitted to the address mentioned below or by e-mail, no later than **17 March 2023 at 5 p.m. South African Time** and expressly mention "Notice of call for applications for the recruitment of a bilingual individual Consultant for the South Africa and East Africa Regions" for the Gender, Women and Civil Society Department (AHGC)".

7. Interested international individual consultants can obtain additional information, during the Bank's opening hours from **8:00 a.m. to 5:00 p.m.**, at the following email address, **email: [l.miriti-otieno@afdb.org](mailto:l.miriti-otieno@afdb.org) and copy [i.konan@afdb.org](mailto:i.konan@afdb.org)**

For the attention of:

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African Development Bank  
Chief Gender Specialist  
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## **Terms of Reference**

### **Bilingual Gender Consultant Southern Africa Regional Business Delivery Office**

#### **Background**

The African Development Bank is implementing its Gender Strategy (2021-2025) whose objective is to reduce gender inequality and to empower women to actively participate across the Bank's priority areas (High 5s)<sup>1</sup>, by addressing cross-cutting challenges around enhancing access to finance, markets, skills and infrastructure as well as supporting the design and implementation of gender-responsive policies. The strategy is anchored in the Bank's overall vision of supporting Africa's transformation into a competitive, diversified, integrated, and prosperous continent, fully participating in global trade and investment—a continent whose high-quality growth creates more employment opportunities for all, especially women and youth. This commits to mainstream gender effectively across all Bank financed operations. The Bank has therefore developed a Gender Marker System (GMS) a tool that helps to systematize actions for gender mainstreaming. The rationale for doing so is (i) differentiate operations to focus on those that have a greater impact on gender; (ii) strategic use of the Bank's gender resources; and (iii) better accounting for the actions and resources the Bank is dedicating to gender.

#### **Objectives**

The Gender and Women Empowerment Division of the Bank is therefore recruiting a bilingual consultant to support its gender mainstreaming work across the Southern Africa region. The objective of the consultancy is to provide timely gender mainstreaming support throughout the project cycle (identification, preparation, appraisal, and implementation). The consultant will also contribute to gender mainstreaming in Country Strategy Papers and knowledge building for better gender results.

#### **Tasks of the Consultant**

- i. Support Development and Implementation of Bank Operations**
  - Participate in policy dialogues and contribute to identification of projects to advance gender equality in Regional Member Countries;
  - Undertake sector-specific gender analysis and assessments to inform project design;
  - Provide advice on gender in project identification, formulation and implementation;
  - Provide technical inputs in the design of projects during preparation and appraisal;
  - Support the implementation of the Gender Marker System across all sectors (conduct gender analysis, contribute to project design, prepare gender action plans as is required);

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<sup>1</sup> The African Development Bank's High 5 priority areas are intended to support African countries' achievement of the SDGS. They are: Feed Africa; Light up Africa; Industrialise Africa; Integrate Africa; and Improve the Quality of Life for the people of Africa

- Assist the regional team to review project concept notes and appraisal reports in the context of social and gender analyses through participation in country team meetings and peer review teams;
- Support task managers during monitoring, supervision, midterm reviews and preparation of project completion reports.

**ii. Build knowledge and support to gender mainstreaming in regional and country strategies**

- Prepare country briefs and analytical notes to inform country strategies;
- Assist in the collection, analysis and dissemination of information and sex-disaggregated data on gender in various sectors;
- Support development of gender profiles and gender sector profiles as may be required;
- Provide support in drafting of gender technical briefs relevant to a selected thematic area;
- Disseminate gender knowledge by organizing knowledge and learning events, dialogues, use of media and website, and represent the Bank in external events;
- Establish communities of practice and coordinate the moderation of specific topics of discussions.

**iii. Contribute to partnerships building for gender equality**

- Contribute to the creation of networks and partnerships for gender in countries and across the region;
- Build strong relationships with regional and local private businesses, RECs, UN organizations, bilateral and multilateral partners and Government officials to leverage investment opportunities for gender equality;
- Support negotiation and coordination with public and private partners and stakeholders;
- Contribute to the organization of meetings, training events and seminars;
- Support mobilization of additional resources to implement gender specific tasks in for the Bank and RMCs, when necessary.

## Requirements

A minimum of 5 years of proven experience in gender mainstreaming and gender analysis.

A minimum of a master's degree is required in gender studies, international relations, development studies or related area.

Good knowledge of the socio-economic and political environment of the Bank's regional member countries in Southern Africa will be an asset.

Have a perfect command of written and oral communication in English and working Knowledge of French.

Good command of standard Bank commonly used software (e.g. Microsoft Office Suite for word processing, spreadsheets, databases and presentations); knowledge of SAP software will be an added advantage.

## Duration

The estimated duration of services is six (6) months with a possibility of extension and the estimated starting date is **1 April 2023**

## Location of Assignment

The Consultant will be based in the AfDB Regional Operations Southern Africa office in **Centurion, South Africa** with travel across the region and HQ as may be required.

## Responsibilities of The Consultant

The Consultant shall perform the Services with all due care, diligence and efficiency, in accordance with the highest standards of professional competence and skill and shall, in performing the Services, accept, promptly act upon, and comply with, such instructions and directions as may be issued by the Bank from time to time. The consultant shall have the overall responsibility for the timely delivery of the various assignments as described above and further prioritized in a work plan agreed with his/her supervisor. He/she shall be responsible for the collection and analysis of all information necessary for the achievement of the assignments.

## Responsibility of the Bank

Notwithstanding the above-mentioned responsibilities of the consultant, the Bank shall, when required, and whenever possible, assist the consultant to have access to information existing either at the Bank level or in its close partners, particularly the AUC, RECs/power pools or countries. The bank shall also provide office facilities during the period of the assignment.

## Reporting Obligations

The consultant will work under the supervision of his/her line manager, and shall report to him/her.

## Procurement

The recruitment of the consultant for this assignment shall be governed by the AfDB rules of procedures for the recruitment of individual consultants, based on Technical and Financial Proposals, unless otherwise waived by the AfDB.

The African Development Bank invites eligible and qualified candidates to submit their applications.