

Position:	Gender and Social Inclusion (GSI) Specialist-RMP&TA (Pooled)
Division:	Project Delivery
Reports to:	Manager-GSI and Resettlement
Band:	C

### **Background & Project Description**

Millennium Challenge Compact was signed on September 14, 2017 between the United States of America, acting through the Millennium Challenge Corporation (MCC), a United States government entity, and the Federal Democratic Republic of Nepal, acting through its Ministry of Finance. The Compact aims to increase the availability and reliability of electricity, maintain road quality, and facilitate power trade between Nepal and India — helping to spur investments, and accelerate economic growth. The Compact Agreement is currently in implementation stage, and is valid for a period of five years from the date of Entry-Into-Force (EIF), i.e. 30 August 2023.

Pursuant to the aforementioned agreement, the entity charged with implementing the Compact has been established as the Millennium Challenge Account Nepal (MCA-Nepal) entity. This position will assume a critical role in the success of MCA-Nepal in integrating Gender and Social Inclusion (GSI) into compact projects implementation.

### **Position Objective**

The Gender and Social Inclusion Specialist, under supervision of Manager-GSI and Resettlement is responsible for leading the integration of GSI into implementation of compact projects and activities as stated in MCA-Nepal's Social and Gender Integration Plan (SGIP), MCA-Nepal's TIP Risk Management Plans, Environmental, Social, Health and Safety Management Plans (ESHSM), Resettlement Action Plan and other relevant documents. Specifically the Specialist will be responsible for GSI integration into Road Maintenance Project (RMP) and ETP Sub-Station activity. This will be accomplished in compliance with MCC Gender Policy, Counter Trafficking in Persons Policy (C-TIP 2021), GSI operational requirements, IFC Performance Standards, and relevant national policies and legal frameworks.

### **Duties and Responsibilities**

- Collect and analyze relevant national and project data and periodically update/revise the relevant sections of MCA-Nepal's Social and Gender Integration Plan (SGIP) in coordination with the Manager-GSI and Resettlement,
- Develop work plan including procurement, budgets and administrative tools.
- Lead the implementation of MCA-Nepal's TIP Risk Management Plan:
  - Oversight and technical guidance of contractors' compliance with MCC C-TIP Policy (2021)
  - Develop and lead educational campaigns and training to contractors' personnel and communities about project related TIP risks and information for reporting TIP incidents, and using MCA-Nepal's TIP Response Protocol
  - Coordinate rapid and comprehensive responses
  - Coordinate work with ESP staff.
- Ensure contractors' compliance in creating a safe and enabling work environment in line with MCA-Nepal and MCC's requirements.
- Support and monitor-increased women's employment in Road Maintenance Project (RMP) and Electricity Transmission Project/Substations (ETP/SS) projects in general and compliance with Department of Road (DOR)'s Policy for workforce participation of women and historically marginalized groups in road maintenance projects.
- Review and provide technical comments on documents including but not limited to contractors' policy and operational documents, deliverables, MCA-Nepal's documents/reports and other documents.

- Participate in inclusive stakeholder and community engagement sessions and respond to questions and concerns of community members.
- Prepare written materials, documents, reports, communication materials, power point presentations as needed and conduct presentations and discussions on relevant issues.
- Coordinate with MCA-Nepal's M&E Team on supporting gender and social inclusion data collection and developing GSI monitoring standards and tools.
- Coordinate work with Supervision Engineer as this relates to RMP and ETP (Transmission Line and SS projects).
- Conduct regular field visits to project sites.
- Perform other tasks as required.

**Requirements** (*Education, Experience, Technical Competencies*)

- Bachelors' Degree (Required) and Advanced (Master's Degree or higher preferred) from a recognized institution in the following or equivalent fields: Natural or Social science, Sociology, Social Work, Anthropology, Community Development, Gender Studies;
- At least five (5) years of cumulative experience (notwithstanding whether earned before, after or during pursuit of required academic qualification) in policy and program development for social inclusion;
- Experience in socio-economic gender discrimination, social inclusion research/impact studies and data analysis to inform policies (like Gender Social Inclusion and Trafficking in Persons, risk management) and program development and implementation;
- Experience in addressing social exclusion through policy and programs in electricity projects;
- Good written and oral communication skills, ability to visit sites and work with wide range of multidisciplinary stakeholders and communities;
- Demonstrated experience in integrating social inclusiveness in project implementation;
- Written and spoken fluency in Nepali and English;
- Experience working in international organization in energy infrastructure preferred.

This Position Description is subject to revisions/updates as necessary to ensure alignment to the organization's strategic direction and structure. Revisions to the description are subject to applicable Human Resources policies and procedures and Human Resources maintains official versions of each Position Description.